



THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

JULY 1958

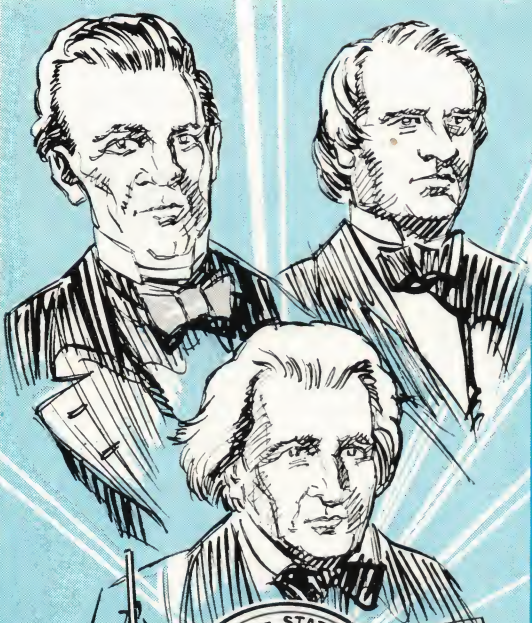
TEAMSTER WAGE GAINS TOP OTHERS

SEE CHART INSIDE




Teamsters Salute . . .

NORTH CAROLINA



NORTH CAROLINA, twelfth of the original thirteen states, is named for Charles I of England, who issued a royal patent for its territory in 1629. The area split into "North" and "South" in 1729. The ill-fated "Lost Colony" at Roanoke was the first settlement. Here was born the first English child in America, Virginia Dare (1587). The Mecklenburg Declaration of May 20, 1775, was America's first declaration of independence.

The last state to secede, "The Tarheel State" has produced three U. S. Presidents: Andrew Jackson, Andrew Johnson and James Polk.

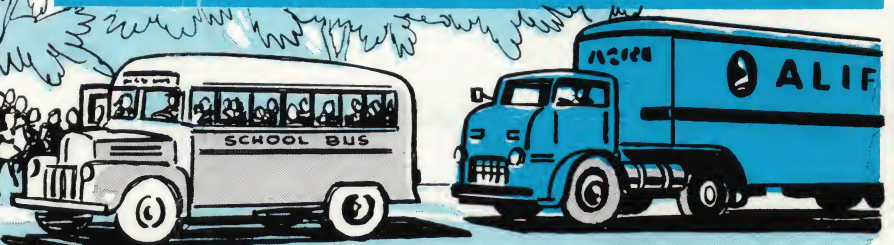


On its 52,712 square miles (ranking 27th) it has the largest U. S. rural population; is second only to big Texas in total number of farms. It produces more textiles, cigarettes (52 percent of U. S. total) and wooden furniture than any other state. Paper, pulp and aluminum are other important manufactures, as is lumber (more than half its area is forested). It ranks fourth in hydroelectric power production and in cash crop income. Principal crops are tobacco (it is first), cotton, peanuts (ranking third), corn, hay and sweet potatoes. Important fruits are apples, peaches and pears. Commercial fisheries on the Atlantic are valuable, as are quarry products.

Education is important in North Carolina with the nation's largest fleet of 7,300 school buses. The University of N. C. was the nation's first state university to open its doors (1789). Duke University is one of the world's most heavily-endowed institutions.

A beautiful vacationland, "The Old North State" has two of the most-visited national parks. Mount Mitchell is the highest peak (6,684 feet) east of the Rockies. At Kill Devil Hill on the shore the Wright brothers made the world's first heavier-than-air flight in 1903.

To its 4,061,929 inhabitants (1950 census, ranking 10th) THE INTERNATIONAL TEAMSTER takes pleasure in sending this well-deserved salute!



THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

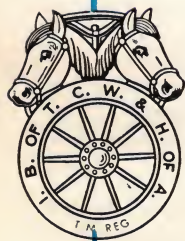
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Message from the General President

'Time to Step Up Our Pace'



IT IS TIME now for us to step up our pace. It has been nine months since the Convention. It was not until January 30 that your newly-elected officers and executive board were permitted to take office under a Federal Court Consent Order.

During the past six months, we have worked literally day and night on the problems and programs of our union. We are taking effective action on trusteeships and other internal problems. In collective bargaining, we have achieved historic contracts with Montgomery Ward, and with trucking companies in the 11 western states and New England, not to mention the hundreds of wage and contract improvements at the local union level across the country.

We have met with a number of other International Unions to step up the organizing tempo in joint drives. We have continued to bring unionization to thousands of new people. We have already moved forward with a strong step.

Up until now, however, your union has lived under continuing harassment. There is no reason to believe the attacks will slacken. But we have learned to live and grow firm under attack, and we are now ready to move even more strongly ahead.

One of our first moves will be to strengthen the trade divisions. By providing extensive services, the International Union will be able to help in securing constantly better contracts and ever-larger membership and strength.

We will map out a program calling for expanding International Union aid on a participating basis to organizing campaigns at the Joint Council level.

We will speed up our program to increase membership security and wage gains by working toward area-wide or company-wide agreements, thus protecting the smaller unit from company domination in a given area.

We will do whatever is necessary to live up to the pledge I made at the convention that "this union will be a model of trade unionism."

In the very near future, I plan to make personal

visits to as many local unions and joint councils as is humanly possible. I hope to explain to our membership in person what has been happening to our International Union and, at the same time, to learn directly from you what your problems are and what you want from your union and its officers.

Nobody ever ran a successful union unless he knew how to take "heat." Your local union leader, or the head of your joint council, or your area chairman; in fact, your shop steward or your bargaining committee, or you, yourself, if you are an aggressive union member who knows how to fight for your rights—all know that employer interests and their political representatives never made it easy for labor unions. It's the price a union member pays for fighting for what he believes in.

Because we are strong, because we are successful in getting better wage gains, in organizing more workers, in doing a better job of representing our membership, your International Union has taken a lot of "heat."

It is to the eternal credit of our membership that you have not been taken in by phony claims. You know through experience that the good union member is never showered with praise from employers.

By standing firm, you have helped build a stronger and a better union, for your own betterment and for that of your union brothers.

As one rank-and-filer said in a letter printed in our May issue: "I was brought up around a place in Brooklyn, N. Y., where people were constantly selling our bridge to the yokels that came to the big city. Well, there is hardly a yokel left anymore."

You, as Teamsters, have proven it.

A large, stylized handwritten signature in dark ink, which appears to read "J. R. Hoffa".

The International Teamster

The Strange Case of the GOVERNMENT VS. HOFFA

IF WE can get at him legally for hanging a crooked picture, we will get him."

So said a Justice Department attorney about President James R. Hoffa, as quoted in *Newsweek*.

But at the end of June, another frame fell apart.

Hoffa was acquitted in New York on misdemeanor charges that he had conspired to "wiretap" his own offices in Detroit.

The latest acquittal was based upon the fact that the chief government witness testified to a meeting with Hoffa *that could never have taken place*.

In the past 15 months, Hoffa had undergone an unprecedented attack by co-ordinate branches of the federal government. To many observers, the careful timing of bombardments from various government arms was more than mere coincidence.

And the fact that the government has never proved a single charge has given rise to the question: what is behind it all? (See box.)

1—Early in 1957, the McClellan Committee began sensational hearings on affairs of the Teamsters Union. Its first big "bombshell" concerned alleged misdoings in Portland, Ore. Its main testimony came from a man later described by a Portland psychiatrist as a "criminal psychopath . . . he will lie at any time if it is to his advantage."

The sordid story of the phony Portland hearings was told by columnist Drew Pearson in an article reprinted in last month's INTERNATIONAL TEAMSTER. Nevertheless, these hearings served to establish the McClellan Committee's "reputation" in the public mind, and built a false framework through which the Teamsters Union has been viewed ever since.

2—In March, 1957, government agents arrested Hoffa on the trumped-

Behind It All

Probably no individual in America's history has been under such concentrated attack as Hoffa (see story).

His latest acquittal cleans the slate. But a big question remains unanswered: what is behind it all?

Only an objective study by future labor historians will provide the real and final answer. But past history shows a pattern.

Powerful economic forces have always been unscrupulous in the pursuit of wealth. An effective labor leader is, and always has been, anathema to big business and its political representatives.

Attacks upon Hoffa had been largely local or regional in character prior to 1955. In that year, he negotiated two master contracts—covering over-the-road and local cartage drivers in 23 states in the Midwest and South. These two contracts cost employers an estimated \$450,000,000 in wage and fringe increases over a three-year period.

Even more significant, these contracts eliminated the North-South wage differential in trucking, and opened the way to large-scale Southern organizing.

In the same period, he also directed the organizing campaign which brought giant Montgomery Ward to union terms for the first time in history.

No longer a mere source of "irritation" or "danger" to regional employers, he now became a "national menace" to the nation's most powerful economic forces, most of whom have large investments in the low-wage South.

That made him "Target No. 1," and victim of relentless attack unprecedented in American trade union history.

up charge that he had tried to bribe a man who later became a committee investigator. Within three months, he was brought to trial on the charge, although the average case on the criminal docket in the District of Columbia took from six months to two years.

Despite the tremendous adverse publicity emanating from continued McClellan Committee hearings, and actions of a Federal Grand Jury in New York, Hoffa was acquitted of the so-called bribery charges in July.

3—In May, 1957, prior to the above trial, Hoffa was indicted by the New York Federal Grand Jury on the false charge that he had conspired to "wiretap" his own offices in Detroit.

Although the charge was a misdemeanor, a 15-day trial began in November. Throughout the entire May to November period, an unprecedented wave of phony charges was headlined across the country. During this period, Hoffa himself had been called before the McClellan Committee (see below), and the Committee and the courts had sought to intervene in the Teamsters' October convention.

All motions for postponement of the trial because of the tremendous adverse publicity emanating from a co-ordinate branch of the government were denied. During the first trial itself, the McClellan Committee continued public hearings involving Teamsters Union officials, in which the Committee itself posed questions relating to Hoffa.

The prejudicial effect of the publicity on the jury is shown by the fact that of 84 jurors called at the first trial, 32 or approximately 40 percent disqualified themselves for prejudice. All the jurors admitted a familiarity with the publicity concerning Hoffa, and four or five jurors were permitted to sit, though they admitted that they had, prior to commencement of

State of the Union

proceedings, formed an opinion on the matter.

Nevertheless, the jury reported it was unable to reach agreement, and was discharged.

4—Less than a week later, counsel for Hoffa were advised that the case would be called for re-trial or assignment on Jan. 6. That the matter should have been reset for trial at all, even at a later date, was surprising, since during the course of the trial, it appeared clearly that the government's chief witness was proven wrong in his testimony.

While the case was awaiting trial, a Federal Judge in New York warned that he would declare a mistrial if the McClellan Committee persisted in Senate hearings involving Hoffa during the course of the trial.

In May, the re-trial began. After more than five weeks of trial, Hoffa was acquitted of the charge that he had conspired to "wiretap" his own offices.

5—In August of 1957, Hoffa was summoned to appear before the McClellan Committee. *He testified freely for four days.* Most of the questioning involved matters he had explained previously before other investigating committees. Despite an intensive search by committee investigators, *the Committee was not able to prove a single charge.* Nevertheless, it loosed a barrage of accusations, in which Hoffa's testimony or explanations were not mentioned, and which had been mimeographed for distribution *even before Hoffa had finished testifying.*

6—Following his appearance, just as earlier, the Committee continued

the same type of hearings, with the announced purpose of letting the Teamster membership know the "facts" before the Teamster Convention met at the end of September.

Immediately after the opening of the Teamster convention, a civil action was brought to restrain the holding of such convention, and to disqualify Hoffa and others from holding office. The action was based on alleged "disclosures" before the McClellan Committee.

At the same time, the McClellan Committee announced that it had information in its possession indicating that a majority of the delegates to the convention had been improperly selected. No phonier charge has ever been made.

Despite the tremendous barrage directed at Hoffa, his efforts in behalf of the union were common knowledge to the membership. In addition, their trade union experience had taught them that false charges against effective leaders are commonplace. Hoffa was elected General President.

On the day he was elected, the McClellan Committee subpoenaed all records relating to the Convention. It publicly charged some of the records had been deliberately destroyed (they were not), and Senator McClellan called Hoffa's election "scandalous."

A civil action was filed for a temporary injunction to stay the results of the Convention. At a hearing on the case, information furnished to the McClellan Committee as a result of the above subpoena and others, was summarized by a staff member of the committee and submitted as evidence in the civil proceedings.

In January, 1958, after a trial on the civil suit, Hoffa was permitted to take office under a Federal Court Consent Order, which also established a Board of Monitors. The Court failed to find, as McClellan had charged, that the Teamsters convention was "rigged."

7—In March, 1958, prior to Hoffa's retrial on the so-called "wiretap" charges, the McClellan Committee issued its Interim Report, publicized widely by all media of communication. The Report rehashed the year's charges against Hoffa and the Teamsters, *none of which had ever been tested by any standard of due process.*

Within two weeks of the re-trial, three national magazines — *Saturday Evening Post*, *Look*, and *Newsweek* — attacked Hoffa in the most slanted terms (see story, page 12). Five days

before the trial was scheduled, *Life* went to the lynching party, too.

The fact was, however, that the government did not have a case. The jury agreed, and Hoffa once again was acquitted.

The Latest Acquittal

President James R. Hoffa was acquitted on false charges of "conspiring" to "wiretap" his own offices in Detroit. The jury reached its verdict on June 23.

The government's case rested mainly upon the testimony of one Rudolph Doleicke, who stated he had been in Detroit in Hoffa's office between July 5 and 10, 1953, and that he had been in Detroit at no other time.

He stated that on July 9, he was personally present at the demonstration of an interception of a live telephone call in Hoffa's presence. He and an alleged co-conspirator had installed the equipment, Doleicke said.

He stated that he could not be mistaken about the date, since he left Detroit the following morning—July 10.

The uncontradicted, documentary evidence subsequently introduced in Hoffa's defense consisted of a hotel register card, time-clock stamped, which showed that Hoffa and his wife had checked into the Olympia Hotel in Seattle, Wash., on July 5 at 10:55 p. m., and checked out of the hotel on July 11 at 5:25 p. m.

The hotel bill showed daily room and service charges for the entire period of time.

Photographers identified pictures of Hoffa sitting at a banquet on the evening of July 9. Witnesses testified to and identified program pictures photographed by Hoffa and others on July 9.

Other witnesses placed Hoffa in Seattle on the evening of July 8, and the morning of July 10. Airline schedules between Seattle and Detroit are such that it would have been impossible for Hoffa to be at his office and in Seattle at the times in question.

Doleicke testified to a meeting with Hoffa *that could not have taken place!*

Another Charge Dropped

This story appeared in the AP dispatches printed in the Sunday, June 8, newspapers:

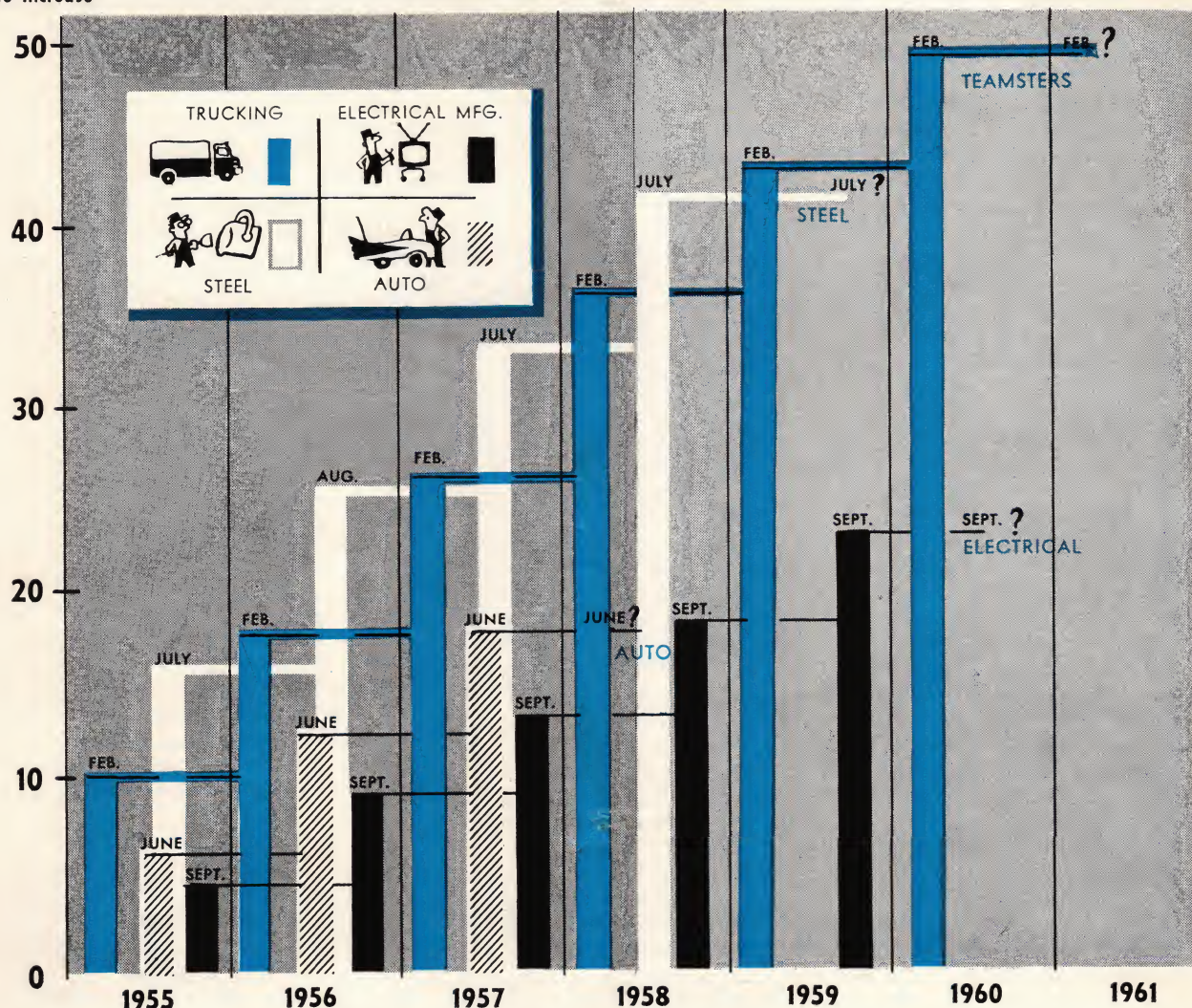
"CHICAGO—The state yesterday dropped its charge that James G. Cross, International President of the Bakery Workers Union, embezzled \$6,500 in union funds in 1955 to buy an automobile for his own use. The prosecution withdrew its charge after Cross' attorney asked for a bill of particulars."

So down goes another of the hundreds of charges made by the three-ring circus McClellan Committee! — *Midwest Labor World.*

Teamster Wage Gains Top Others

Cents Per Hour
Rate Increase

1955-1960



SOURCES: Bureau of Labor Statistics, Bureau of National Affairs, Central States Over-the-Road Contract

Nation's Business, published by the United States Chamber of Commerce, in its June issue lamented the "built in wage increases" negotiated by labor unions. A chart showed Teamster wage gains far in front of those negotiated by three other leading unions—Steelworkers, Auto Workers, and Electrical Workers.

The INTERNATIONAL TEAMSTER prepared the same kind of chart—showing the same figures and drawn from the same sources (Bureau of Labor Statistics, Bureau of National Affairs). Figures comprise representative contracts: Steelworkers-U. S. Steel, negotiated by Dave McDonald; Electrical Workers-General Electric, negotiated by James Carey; Auto Workers-General Motors, negotiated by Walter Reuther; Teamsters-Central States Over-the-Road, negotiated by James Hoffa.

The U. S. Steel contract was representative of increases throughout the basic steel industry; the General Electric contract typified the increase pattern in electrical manufacturing; the General Motors contract was representative of increases in Auto's Big Three.

The Central States Over-the-Road contract went even further. It set the pattern for increases for all freight drivers—road and local cartage—in 23 states in the midwest and south. Negotiations in 11 Western states and 14 Eastern states secured similar large increases.

The chart gives a valuable clue to a burning question: Why have Big Business and its political representatives carried the phony attack against the Teamsters Union well past the mid-point of its second year?

Teamster-Machinist Meeting

750,000 Non-Union in Automotive Field

THE Teamsters-Machinists Joint Organizing Committee has set its sights on a big organizing campaign among the 750,000 workers in garages, auto repair shops, filling stations, and the automotive field who are as yet unorganized.

The Committee met in St. Louis, Mo., in June and adopted a "full steam ahead" program to bring the benefits of unionization to as many of these workers as possible through joint campaigns.

President Hoffa was represented by his executive assistant, Vice President Harold J. Gibbons. IAM President Al J. Hayes was represented by his assistant, Vice President Elmer Walker.

Co-chairmen Harold Thirion of the IBT and Howard Tausch of the IAM also reported that, for the first time, all jurisdictional disputes between the two unions had been solved prior to the meeting, and none were pending. The Joint Committee has settled approximately 50 such disputes since the Agreement on Jurisdiction and Cooperation in the Automotive Industry was signed between the two unions in 1953.

Currently active joint campaigns include Long Beach, Calif., Boston, Mass., Portland, Ore., Erie, Pa. and New York City, with Cleveland, Dayton, and Columbus, O., and the state of Missouri high on the list for future drives.

Thirion and Tausch also reported that the committee has undertaken a survey of the 105 cities in the U. S. with populations in excess of 100,000 to determine which locations might prove fertile ground for productive joint organizing efforts.

In a message to the conference, President James R. Hoffa asserted that "we pledge our continued efforts toward jointly organizing the unorganized and toward peaceful settlement of disputes whenever they arise between our two great organizations."

In addition to members of the Joint Organizing Committee, 35 representatives from each of the International Unions attended the sessions.

Teamster members of the Committee include President Hoffa; Vice Presidents Einar Mohn, Thomas E. Flynn, and Murray W. Miller; Arnold Moss

of San Francisco; Melroy Horn of St. Louis, chairman of the Teamsters National Automotive and Petroleum Trade Division; and Robert McQuarrie, field representative, in addition to co-chairman Thirion.



REPRESENTING UNION presidents were Elmer Walker (left), Machinists Vice President and assistant to President Al J. Hayes; and Harold J. Gibbons, Teamsters Vice President and assistant to President Hoffa.

Representing the Machinists on the Committee are Vice Presidents P. L. Siemiller of Chicago and E. R. White of Cleveland; Grand Lodge Representatives Ray Anderson of New York and co-chairman Tausch of Washington, D. C.; and representatives Joseph Curran of Philadelphia; Claude Jones of Tulsa; Ernest Vernon of Oakland, Calif.; Jack Manning of St. Louis; and field representative William Winpisinger.

'Three-Ring' Circus

Lee W. Minton, president of the Glass Blowers Association and an AFL-CIO vice president, has described the McClellan Committee as a three-ring circus, operating in the blaze of headlines and klieg-light publicity.

Minton charged the committee investigating labor-management abuses with announcing conclusions before hearing the testimony to substantiate them, refusing the right of cross-examination, and ignoring generally the common protections of court procedure.



PARTICIPANTS in the two-day session included, from left, front row: Arnold Moss of the IBT, San Francisco; IBT co-chairman Harold Thirion, Washington, D. C.; IAM Vice President Roy Siemiller of Chicago; IAM co-chairman Howard Tausch of Washington, D. C.; Robert McQuarrie, Joint Committee field representative; and Lee Chapman of the IAM, Springfield, Ill.; back row: IAM Vice President E. R. White of Cleveland; Melroy Horn of St. Louis, chairman of the IBT National Automotive and Petroleum Trade Division; Jack Manning of the IAM, St. Louis; Ralph Dixon of the IBT, Dallas, representing Vice President Murray W. Miller; Claude Jones of the IAM, Tulsa; and Ray Anderson of the IAM, New York City.

Hoffa Tells Western Conference

Verdict Was Teamster Victory

FLYING to Detroit to visit his wife and family following his acquittal, President Hoffa left the next day for Seattle to address 600 delegates at the 22nd Western Conference of Teamsters.

He told cheering delegates from 11 Western states that "the verdict was a victory for the Teamsters Union, not for Hoffa alone; for the circumstances would have been the same, and the victory as great, no matter what the name."

He said: "I have but one thing to offer this Conference, or any Conference or Joint Council or local union, and that is my word to give equal consideration to any problem that comes to my attention."

He reminded the Conference delegates that "the power given to us by the membership must be exercised with extreme thoughtfulness."

President Hoffa recalled a speech in Windsor, Ontario, in 1955, in which "I was more than chastised in the public press. I said then that we would live to see one more gigantic effort to destroy the labor movement. I do not have to tell you that this prediction has certainly come true."

"I will tell you when the bitter editorials chastising labor unions will end, and when screaming headlines vilifying labor officials will end: the editorials will disappear and the headlines will disappear when you disappear."

Referring to government agencies and investigators, Hoffa asked: "Where were these people when our organizers a few short years ago were being beaten and stoned in the streets, for daring to think that those who toil should have a decent standard of living for themselves and their families? Where were they then? We did not hear or see them, nor will we ever see or hear them in defense of the workers of this country."

President Hoffa said that he has received requests from time to time to take into the Teamsters members of other organizations, at their request.



THANKS WIVES. President Hoffa thanks wives of Western Conference delegates for their congratulations following his address. At left is Vice President Harold J. Gibbons, executive assistant to Hoffa.

"My answer to this is to renew my pledge that we will not raid, we will not destroy. We will cooperate, we will assist, we will help."

"I remind you," he said, "that I am only the General President, and the General Executive Board is my guide and counsel. I will tell you most frankly that should I find myself out of step with the thinking of the General Executive Board, I will get back into step overnight."

Hoffa was introduced to the delegates by Conference President Einar O. Mohn, who said he did not know anyone in the labor movement who has worked so tirelessly or has as great courage as Jimmy Hoffa. "I can say to you without fear of contradiction that when Hoffa gives you his word, you can walk away and never worry about it again."

Mohn declared: "I tell every member of this conference, in as genuine and sincere a way as it is possible for

me to do, that we can proudly tell the world that this is the makeup of Jimmy Hoffa; and further, that in the years to come, he will make a mark of progress never before seen in the Teamsters Union."

Harold J. Gibbons, Hoffa's executive assistant, declared that "attacks upon our Union, I tell you plainly, are a compliment to the work you have done for your people. I will suggest that our continued answer to these vicious attacks is to continue to build for our membership, and to throw that record in the face of those who seek to destroy us."

Mohn, who replaces Frank W. Brewster as Western Conference chairman, addressed the opening session of the Conference. Also featured was an address by Washington State Governor Albert D. Rosellini, who denounced "right-to-work" laws as "the most fraudulent issue I've seen in my 20 years of public service."



SCENES AT THE WESTERN CONFERENCE

Some 600 delegates attended the 22nd meeting of the Western Conference in Seattle. Above is view of the opening session.



In huddle are, from left, Einar Mohn, Western Conference President, Bill Franklin, conference secretary, and International Vice President Joseph Diviny of San Francisco.



The Governor of Washington, Albert D. Rosellini, in speech before Conference, took stand against "right to work" laws. Retiring Chairman Frank Brewster (right.)



Left: The wives of delegates were interested spectators during the first general session of the conference.



Right: Recent settlement of Cal-Pak dispute in Yakima drew praise of cannery division in caucus. In foreground is Peter Andrade, director of division.

Left: Caucus of the chauffeurs' division saw Jim Haggin, division secretary, accepting the annual report from fellow delegates.





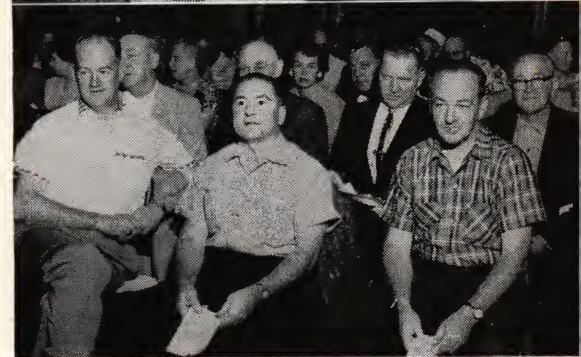
Left: Beverage division halts a busy afternoon for photo. Lew Cornelius, division secretary, on left, chats with George Leonard, division director.



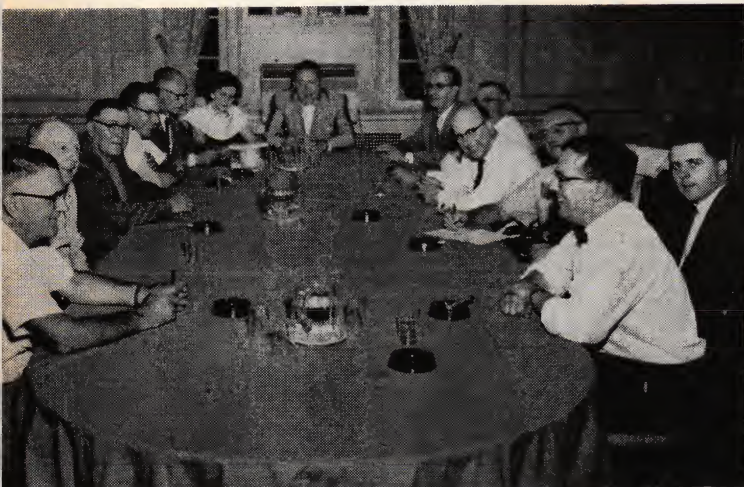
Annual report of the Miscellaneous Division reported progress in all jurisdiction areas.



Upper right: Discussing immigration of Mexican National farm labor are, from left: Ray Scharf, Local 942, Lancaster, Calif.; Fred Martinez, Local 542, San Diego; Matias Arvizu Alanis, Confederacion de Trabajadores de Mexico, guest of the conference; and Henry Becker, Local 572, Long Beach.



Brewery delegates W. Gilles, T. Ricci, G. Leonard, E. Costello and Director W. Ahearn.



Trade division caucuses were core of the meeting. Shown above is Dairy Division, presided over by Mark Whiting.



Carl Windschanz presides over Produce Division Caucus. On his right is William Kenyon, delegate, from Salinas.



Posing with this ancient Ford are, at crank, Int'l. Vice President J. T. O'Brien, Einar Mohn at wheel and Vice President Tom Flynn of Eastern Conference.



George Purvis, secretary of Construction Caucus, left, in talk with Ernie Metzinger, president of the division.



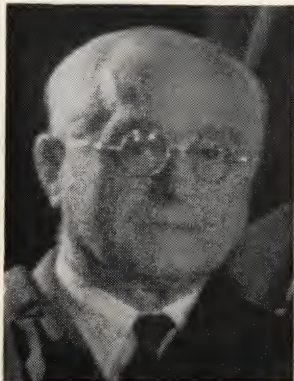
Relaxing between sessions are, from Oregon, delegates Jess Arnold, Local 81; Clyde Crosby, International Organizer, and Robert Shaw of Local 962.

Highlights of "Hot Cargo" Decision

MAJORITY DECISION

(Justice Frankfurter delivered the opinion of the 6-man majority.)

"... Whatever may have been said in Congress preceding the passage of the Taft-Hartley Act concerning the evil of all forms of 'secondary boycotts' and the desirability of outlawing them, it is clear that no such sweeping prohibition was in fact enacted in Section 8(b)(4)(A). The section does not speak generally of secondary boycotts. It describes and condemns specific union conduct directed to specific objectives.



Frankfurter

"It makes it an unfair labor practice for a union to induce employees to strike against or to refuse to handle goods for their employer when an object is to force him or another person to cease doing business with some third party. Employees must be induced; they must be induced to engage in a strike or concerted refusal; an object must be to force or require their employer or another person to cease doing business with a third person.

"Thus, much that might argumentatively be found to fall within the broad and somewhat vague concept of secondary boycott is not in terms prohibited. A boycott voluntarily engaged in by a secondary employer for his own business reasons... is not covered by the statute. Likewise, a union is free to approach an employer to persuade him to engage in a boycott, so long as it refrains from the specifically prohibited means of coercion through inducement of employees....

"... 'In order to give effect to the statutory policy, it is not unreasonable to insist, as the (National Labor Relations) Board has done, that even when there is a contractual provision the union must not appeal to the employees or induce them not to handle the goods.... On such a matter the judgment of the Board must be given great weight, and we ought not set against it our estimate of the relevant factors.

"There is no occasion to consider the invalidity of hot cargo provision as such. The sole concern of the Board in the present cases was whether the contractual provision could be used by the unions as a defense to a charge of inducing employees to strike or refuse to handle goods for objectives proscribed by Section 8(b)(4)(A). As we have said, it cannot be so used. But the Board has no general commission to police collective bargaining agreements and strike down contractual provisions in which there is no element of an unfair labor practice.

"Certainly the voluntary observance of a hot cargo provision by an employer does not constitute a violation of Sec. 8(b)(4)(A), and its mere execution is not, contrary to the suggestion of two members of the Board in the *Genuine Parts* case..., prima facie evidence of prohibited inducement of employees.

In Nos. 273 and 324, the Board in its brief suggests that we should go further and find that the contract provisions in these cases are invalid as such because the secondary em-

ployers are common carriers subject to the Interstate Commerce Act.... Since the *Genuine Parts* decision... the Interstate Commerce Commission has in fact ruled (the *Galveston* case) that the carriers there involved were not relieved from their obligations under the Interstate Commerce Act by a hot cargo clause.

"... Because of that Act a carrier cannot effectively consent not to handle the goods of a shipper.... But the fact that the carrier's consent is not effective to relieve him from certain obligations under the Interstate Commerce Act does not necessarily mean that it is ineffective for all purposes, nor should a determination under one statute be mechanically carried over in the interpretation of another statute involving significantly different considerations and legislative purposes.

MINORITY DECISION

(Delivered by Justice Douglas, with Justices Warren and Black concurring.)

"The Court concedes that the voluntary observance of a hot cargo provision by an employer does not constitute a violation of Sec. 8(b)(4)(A)... I fail to see, therefore, why enforcement of a provision... outlawing work in nonunion goods violates the Act....

"That provision was bargained for like every other claim in the collective agreement. It was agreed to by the employer... It was the product of bargaining, not of coercion. The Court concedes that its inclusion in the contracts may not be called 'forcing or requiring' the employer to cease handling other products within the meaning of the Act. Enforcing the collective bargaining agreement—standing by its terms—is not one of the coercive practices at which the Act was aimed. Enforcement of these agreements is conducive to peace. Disregard of collective agreements—the flouting of them—is disruptive....

"The present decision is capricious. The boycott is lawful if the employer agrees to abide by this collective bargaining agreement. It is unlawful if the employer reneges.

"The hostile attitude of labor against patronizing or handling 'unfair' goods goes deep into our history. It is not peculiarly American, though it has found expression in various forms in our history, from the refusal of Americans to buy British tea, to the refusal of Abolitionists to buy slave-made products, to the refusal of unions to work on convict-made or on other nonunion goods. Unions have adhered to the practice because of their principle of mutual aid and protection. Section 7 of the Act, indeed, recognizes that principle in its guarantee that 'Employees shall have the right... to engage in... concerted activities for the purpose of collective bargaining or other mutual aid or protection.'...

"... We act today more like a Committee of the Congress than the Court. We strain to outlaw bargaining contracts long accepted, long used...."



Douglas

Court Says Hot Cargo Clause Legal

The Supreme Court's hot cargo decision "is justly subject to criticism" but unions can nevertheless take a great deal of comfort in the majority decision, according to Herbert S. Thatcher, IBT special counsel.

He pointed out that, under the decision, "unions are still free to enter into various types of hot cargo or unfair goods or struck goods agreements, and can enforce them in all ways except the single way of direct appeals or instructions to the employees themselves not to work."

He said that the National Labor Relations Board's efforts to outlaw hot cargo agreements as such "have been halted for all time."

Thatcher pointed out that the majority decision held that a hot cargo agreement is legal and can properly be entered into and enforced by the

employer party thereto, but cannot be enforced by the union party, at least by direct appeals to the employees covered by the agreement.

"The written opinion of the majority still does not make entirely clear the process of reasoning under which it can conclude that a contract which is otherwise legal is not enforceable by one of the parties thereto.

"Apparently, the Court felt obliged to bow to the judgment of the (N.L.R.B.) which, it said, must be given 'great weight,' and this even though the Board itself had shifted its position on hot cargo a half dozen times in as many years," Thatcher declared.

Most important to organized labor, Thatcher said, was the fact that "the Court refused to hold, as the Board had argued, that the hot cargo agree-

ment in and of itself was contrary to public policy and unlawful under the (Taft-Hartley) Act. At the present time, at least three members of the Board would hold, as they did in the *Genuine Parts* case, that hot cargo clauses are illegal for all purposes, and this determination the Court has repudiated once and for all.

"In addition, two of the present Board members would hold that the hot cargo agreements are unlawful under Taft-Hartley because they violate some policy of the Interstate Commerce Act. Again, the Court went out of its way to condemn this holding."

Thatcher asserted that, under the Supreme Court ruling, the employer "can be induced by all means short of a strike to live up to his hot cargo commitments."

N. L. R. B. Changed Views on 'Hot Cargo'

THE SUPREME COURT, in ruling on hot cargo, admitted that "this question has had a checkered career" before the National Labor Relations Board. Nevertheless, the Court placed "great weight" on the judgment of the Board in reaching its majority decision.

Here are the hot cargo rulings:

1949—(*Conway's Express* case). Board found that there was nothing in a hot cargo provision as such which was repugnant to the policy of the Taft-Hartley Act, and that the union had not violated Sec. 8(b)(4) (A) of the Act when it instructed employees not to handle goods, and the employers apparently acquiesced.

1953—(*Pittsburgh Plate Glass* case). In this case, too, the union had induced employees not to handle goods, and the employers had acquiesced in the enforcement of the hot cargo provisions. The Board adhered to the *Conway* decision without dissent. It said: since "the employers in this proceeding consented to the 'unfair goods' provision of the contracts, their employees' failure to handle these goods was not a strike or concerted refusal to work under Section 8(b)(4)(A)."

1954—(*McAllister* case). By now, the change in administration had left the N.L.R.B. dominated by big business interests. The Board reversed the *Conway* decision and declared that a hot cargo provision is no defense to a charge of secondary boycott under Sec. 8(b)(4)(A).

1955—(*Sand Door* case.) The Board ruled that, although hot cargo clauses are not themselves in conflict with the statute, any direct appeal by a union to the employees of a secondary employer to induce them to refuse to handle goods, and in this manner to assert



DISSENTERS. Board members Abe Murdock (right) and Ivar H. Peterson consistently dissented on the N.L.R.B.'s reversals of its original position on hot cargo.

their rights under the contract, is in violation.

1956—(*American Iron* case.) The Board, relying on the principal opinion in the *Sand Door* case, ruled that any direct appeal to the employees was forbidden whether or not the employer acquiesced in the boycott.

1957—(*Genuine Parts* case.) The Board ruled that when the secondary employer is a common carrier subject to the Interstate Commerce Act, a hot cargo clause is invalid at its inception, and cannot be recognized by the Board as having any force or effect. It also strongly suggested that the mere existence of a hot cargo clause should be deemed *prima facie* evidence of inducement in violation of Sec. 8(b)(4)(A).

The Court decision struck down the *Genuine Parts* case, but upheld the view in the *Sand Door* case.

Guild Paper Says

Newsweek Story 'Smear'

A recent issue of "The Guild Reporter," publication of the American Newspaper Guild, AFL-CIO, directed its editorial flogs at the current, well-planned attack on labor unions, and took a special crack at "Newsweek" Magazine. Said the paper:

Labor's traditional enemies are making a full-scale assault against unions. The campaign is intended, without pretense at concealment, to smash the American labor movement as it now exists.

If these statements seem like alarmed exaggeration, let's examine a few specifics.

Take the May 12 issue of *Newsweek* Magazine, for example. Its cover photo is of "Tough Guy" Jimmy Hoffa, Teamster union president. In 30-point Gothic caps the cover declares "Hoodlums Ride High in Labor." The cover story, a "Special National Report," also rides high, to the extent of more than four pages, in text and pictures in the forefront of the magazine.

To get the flavor of the display treatment, a full-page picture of Hoffa at his Washington desk gesturing toward the Nation's Capitol through the window, carries a caption not even justified by the question mark—"In the Palm of His Hand?"

The lead paragraphs say flatly: "Hoodlums and other unsavory elements still ride high . . . are still feeding at the same troughs . . . have soured the reputation of the entire labor movement."

The factual qualifiers which a careful reader can find in the ensuing text are well hidden, and the total impact on the casual reader is calculatedly bad.

Newsweek's much-criticized rival, *Time Magazine*, has done no slicker job of discreditation and smear.

Or note the current activities of the National Association of Manufacturers, whose new president, Milton Lightner, testified recently before a congressional banking committee. He blamed the nation's economic troubles on labor, whose demands, he said, have pushed prices so high that people can't buy goods.

Lightner's company is the Singer sewing machine firm, which in pre-union days rewarded 50-year employees with a pension of \$6 a week. No such soft sentimentality sullies Lightner's present attitude toward labor.

He hinted to the banking committee that its members would soon have an opportunity to correct all the country's economic ills by legislation "developed by other committees of Congress."

And the view of at least one member of the "other committee" to which Lightner referred, was voiced by Senator Goldwater (R., Ariz.), on the Senate floor, in a discussion of constructively helpful regulatory laws for labor. Such, he declared, were merely "playing footsie with labor."

And NAM propaganda will shortly hit the area of women's clubs, of all places. A do-it-yourself program kit is ready, complete with canned speeches and releases, planted questions and suggested answers, which clubs will be urged to present under the loaded title, "Are You the Victim?" The purpose: "To present facts and illustrations, which deal with union racketeering, the excesses and abuses of labor, and the affect (*sic*) of union monopoly powers upon the public."

Well, if unions have any power, monopoly or otherwise, it is high time to exercise it, in the face of attacks from enemies who have money, the bulk of the nation's communications system behind them, and the means of creating an atmosphere in which crippling legislation can undo the gains which literally millions of working men and women have fought in the past century to achieve.

Justice Halts Hearing For Canadian Teamster

A Canadian Teamster official brought a Royal Commission hearing in Toronto to a temporary halt recently as a Justice interrupted proceedings to hear his description of the "heartbreaking conditions" facing independent dump truckers.

Mr. Justice Roach momentarily abandoned his probe of a 1956 sand and gravel strike in Toronto after I. J. (Duke) Thomson, Teamsters Central Conference representative in Ontario, said the public would be "surprised" if it knew of the deplorable conditions in the field.

Under Ontario law, independent dump truck operators cannot be certified for union representation.

Thomson described the situation as a "cut-throat game—a big treadmill" after the justice asked him to describe working conditions of these drivers.

"The majority of trucks in this city have been paid for 10 times over without anyone ever owning them," Thomson said. "Not five per cent of the owners know what they will be paid when they are hired. They will work for anything—just to keep the finance company away for another month."

The Justice listened as Thomson asserted: "If a man is laid off and has \$200, he rushes out and buys a dump truck. The market is saturated." He said owner operators have no chance for workmen's compensation or pensions, and there is even a "shape up," where brokers assign work—for a fee. Drivers show up at 4 a. m. hoping to squeeze in an extra load during a day's driving.

Thomson told the Justice he saw no end to the trouble until somebody recognizes the problem and allows these drivers to organize to improve their conditions.

Decatur Local Elects

New officers of Local 279, Decatur, Ill., were elected recently. They are: Guy Clapper, president; Bill Brown, vice president; Harold Grace, secretary-treasurer; Tom Drischel, recording secretary, and Charles Austin, James E. Ryan, Jr., and James F. Wagner, trustees.

Local 279 had been under trusteeship, with Clapper as acting business agent under the trusteeship.

National Warehouse Meeting

Calls for Big Drive at Sears

A NATIONAL Sears Roebuck Committee to direct an organizing drive and work toward contract uniformity in the huge merchandising company was urged by the National Warehouse Division at late-June meetings in Los Angeles.

President Hoffa said the International Union would take action at the next Executive Board meeting to appoint a vice president as coordinator of the committee.

He said that "Sears Roebuck is a major objective of our Warehouse Division and a national committee is the only sound answer."

The 52-member policy committee of the National Warehouse Division held its annual meeting in Los Angeles, with Larry Steinberg of Toledo, Ohio, representing chairman Harold J. Gibbons, who was kept away by press of duties as executive assistant to President Hoffa.

A meeting of the 17-member executive committee preceded the policy meeting.

Sam Baron, field director, asserted that "we will go into a Sears campaign with our eyes wide open. We know it is going to be a tough job, but the potential is tremendous—both in terms of organizing the unorganized, and in terms of what we can accomplish in wages and working conditions for the people."

Steinberg, chairman of the Kroger Warehouse Conference, reported progress toward achieving a uniform contract with that company.

Work of the National Safeway Council (reported in last month's TEAMSTER), the Eastern Conference A & P Committee, and the national American Stores Committee was also reviewed.

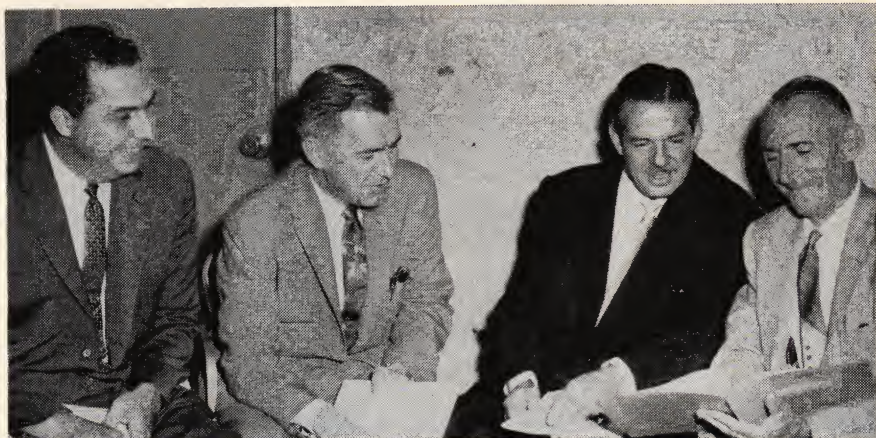
In his annual report to the trade division, Chairman Gibbons pointed out that "the program of company-wide agreements, common expiration date of contracts, and the elimination of inequalities is still the basic policy of the division."

Other speakers at the meeting included Vice President Murray W. Miller, Southern Conference chairman; International Organizer John

Annand; John Greeley, Eastern Conference warehouse director; and attorney David Weinberg of Omaha, who reviewed the Supreme Court hot cargo decision.

Members of the executive committee, in addition to Chairman Gibbons, Secretary Joseph Dillon, and Field Director Baron, are: Joseph Bernstein, Local 781, Chicago; Vice President Bert Brennan, Detroit; Dennis Crotty, Local 852, New York; Charles Di-

Guardo, Local 570, Baltimore; Jack Estabrook, Local 206, Portland, Ore.; John Greeley, Eastern Conference of Teamsters; Frank Keane, Local 169, Philadelphia; Joseph Konowe, Local 210, New York; Gay Lillefloren, Local 595, Los Angeles; Weldon L. Mathis, Local 728, Atlanta; Vice President George Mock, Sacramento; Donald Peters, Local 743, Chicago; Larry Steinberg, Local 20, Toledo; and W. L. Williams, Local 117, Seattle.



CONFERENCE WAREHOUSE DIRECTORS. Left to right, John Greeley, Eastern; Weldon Mathis, Southern; Gene San Soucie, Central (representing Vice President Bert Brennan); and Joseph Dillon, Western. They study report of national chairman Harold J. Gibbons prior to executive committee meeting.



ATTENDING WAREHOUSE MEETINGS were members of the 17-man executive committee and 52-man policy committee. Here Gay Lillefloren, secretary of Local 595, Los Angeles (left) and Beau Silverton, secretary of Local 715, Los Angeles, trade notes with International Organizer John M. Annand, president of Los Angeles Joint Council 42, host to meeting.

TEAMSTER one of BOSTON'S "9 OUTSTANDING YOUNG MEN"



"OUTSTANDING YOUNG MAN"—One of nine selected in the Greater Boston area this year, Teamster Richard Koch dons formal attire to receive his citation. Presenting the award is Joseph H. Miller, president of the Boston Junior Chamber of Commerce.



TEAMSTER AT WORK—During the day, Richard Koch of Local 380 operates a pick-off machine and other equipment at White Brothers Dairy. At night, he works with Koch Club to help people who need help, supervise sports and recreation for young and old alike. One thousand people take part.

RICHARD KOCH operates a pick-off machine in a Boston dairy and serves as steward in Local 380.

He's also one of the "nine outstanding young men" in the Boston area, chosen recently by the Boston Junior Chamber of Commerce.

That's because he decided 10 years ago to help youngsters grow up in a happy, wholesome environment. Today, "Koch Club" kids—and grownups, too—engage in activities ranging from Little League baseball to the South Shore Women's Bowling Tournament, from a blood bank to Santa Claus visits to shut-in children at Christmas time.

Teamster Richard Koch, just turned 35, is the founder and director of the "Koch Club" of North Quincy, Mass., which has about 1,000 members taking part in its various projects—sports, recreational, social, charitable and civic.

For the past seven years, the Koch Club has promoted Little League baseball—today 350 boys and 30 sports directors take part.

The club has raised and spent some \$5,000 on equipment for this project alone.

The Koch Club sponsors a semi-pro basketball team for ex-high school varsity players; junior basketball teams for high school and junior high school students who are not on school teams; and midget basketball for 150 boys in the eight- to eleven-year-age bracket.

It has a men's bowling league, a women's bowling league, two leagues for married couples, and a new children's league, and sponsors the North Quincy Bowling Trophy Tourney for men, and the South Shore Women's Bowling Tournament.

And it has a four-team girls' softball league, and an eight-team men's league. But that's not all.

There is a blood bank program for all members and any other needy recipients, a Christmas basket program for needy families, a children's Christmas party, Santa Claus visits to shut-in children, an assistance program to deserving children, and a general charitable program which has donated some \$3,000 in the past 10 years to those needing assistance.

All told, the Koch Club has produced and turned back



KOCH CLUB KIDS—One of the many accomplishments in which Teamster Koch takes pride is the North Quincy Little

League. Some of the hundreds of youngsters who take part gather around their benefactor. Note the "Koch Club" jerseys.

into these various enterprises some \$15,000 since its inception.

Teamster Koch's interests don't stop at aiding needy youngsters. At White Brothers Milk Co., where he is employed, he is a utility operator proficient on almost any production job when needed.

In addition to his active union work and "Koch Club" activities, he somehow finds time to serve as president of the Young Democratic Club of Quincy and a member of the Democratic City Committee; as a member of the board of directors of the Quincy chapter of the American Red Cross; as a member of the draft board; and as an usher at Sacred Heart Catholic Church in North Quincy.

He is a past Grand Knight of the North Quincy council of the Knights of Columbus and past president of the Sacred Heart Parish Holy Name Society as well.

His amazing energy and talents also enable him to spend plenty of time with his wife and four young children. Married to Simone Levasseur in 1950, they are the parents of Linda, 4; Richard, Jr., 3; Joseph, 1½, and Susan, four months.

A member of Local 380 for the past seven years, Koch served during World War II as an Army engineer in Alaska.

Richard Koch was awarded his citation as one of Greater Boston's "Nine Outstanding Young Men" at a banquet in the Sheraton Plaza Hotel there, after his selection from among dozens of nominees. On the record, the honor was well-earned.

The others who received the honor were Dr. Warren R. Guild, a member of the Peter Bent Brigham Hospital team that developed the kidney transplant operation; Francis W. Hatch, Jr., public relations manager, New England Mutual Life Insurance Co.; Joseph F. Turley, director of business research, Boston College; Bernard M. Gordon, president of EPSCO, Inc.; and Attorney John J. Tierney, public defender and member of the Boston School Committee.

Also Thomas G. Brown, Jr., assistant vice president, Second Bank-State Street Trust Co.; John E. Teger, executive director, Big Brother Assn.; and Bruce Campbell, manager, Massachusetts Safety Council.



"SPECIAL DELIVERY"—Sometimes Teamster Koch does special delivery work. Outside working hours, his club operates blood bank, charitable program, Santa Claus visits to shut-in children, teams for kids who aren't on school teams.



FAMILY MAN—Father of four, Richard Koch and wife, Simone, are proud parents of Richard, Jr., 3; Joseph, 1½; Linda Jean, 4, and Susan, four months. To complete busy schedule, he also heads Young Democrats, serves on Democratic City Committee, Red Cross board, draft board, has headed North Quincy Knights of Columbus and parish Holy Name Society.

IBT Defends Rights to Concerted Action

Says "Right-to-Strike" Threatened By

The IBT strongly defended labor's right to take organized action against unfair goods in a letter to Senator Carl T. Curtis, Nebraska Republican, as the Senate debated subject of labor legislation. The letter is condensed here.

The trade union movement must take strong exception to your efforts to amend Section 8 (b) (4) of the Taft-Hartley Act by further restricting the right of working men and women to secure improved wages and conditions through concerted action.

Unless such terms as "secondary boycott," "organizational picketing," and "recognition picketing" are carefully analyzed and well understood, labor's historic "right-to-strike" is gravely threatened.

Section 8 (b) (4) already has had a crippling effect upon this right. Amendments to this Section, such as you

have proposed, would have catastrophic consequences if any action were taken without a serious effort to examine the real meaning and practical significance of such terms.

Organized action by a trade union is designed to improve or protect wages and working conditions; to achieve or extend union organization; to safeguard union standards; and to express the solidarity of working men and women.

Such organized action to achieve the same or similar ends is not confined to labor unions. It is a common characteristic of all groups

subject to the uncertainties of a market economy. Thus, businessmen desire protection from foreign competition to safeguard their sales opportunities, while farmers demand government action to prevent the undermining of parity prices. Fundamentally, all such action is designed to achieve a greater degree of security in an economy in which the well-being of individuals and groups is subject to substantial and often unpredictable changes.

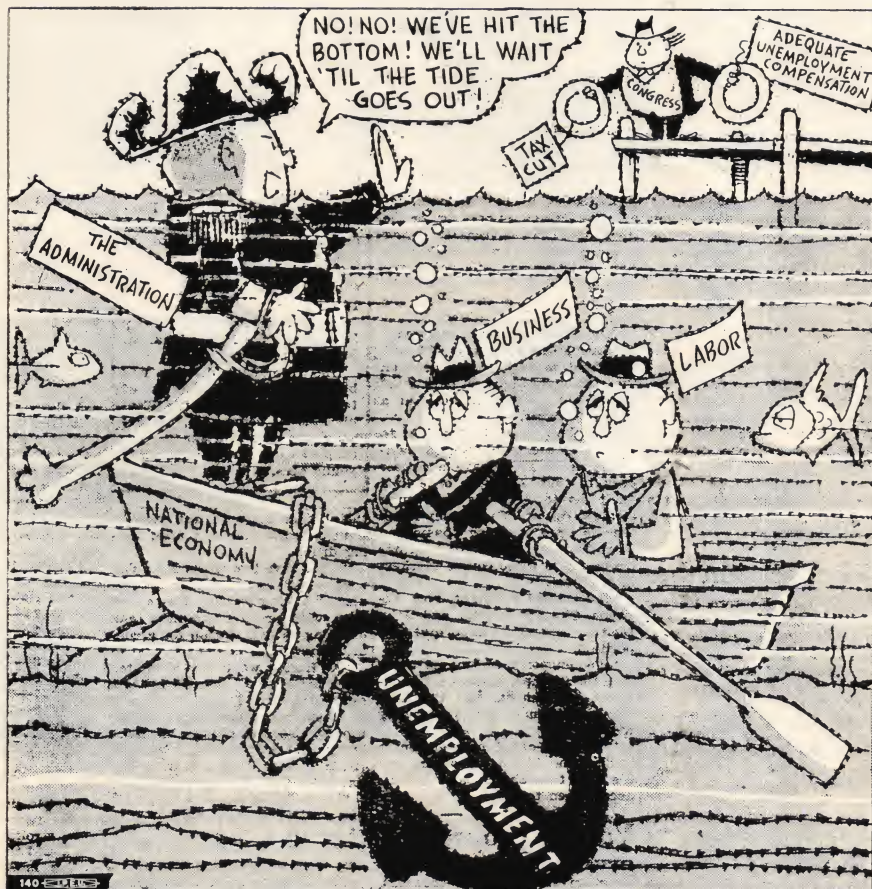
Under modern industrial conditions, unions must, in self preservation, extend their organization throughout an industry in order to be effective. To protect and enlarge their members' job opportunities, they must standardize wages and working conditions. Such standardization—a prime objective of unions—is imperative under our competitive economic system.

In order to protect economic position or achieve justified gains, the refusal to handle or patronize "unfair" goods is a principle followed for centuries in all parts of the world and in all forms of social or economic relationships. One need only recall in our own history the refusal by American Colonists to buy British tea, the Abolitionists refusal to buy slave-made products, the refusal to purchase Japanese silk in the 1930's "Buy American" campaigns, etc.

The practice has been widely employed by the various groups—by the members of a national or racial group, by organized groups of consumers, by groups of businessmen, by labor organizations.

In the labor field, the refusal of union members to perform any work on non-union or struck goods, or to supply goods to non-union shops, is one of the most traditional and widespread of the practices which labor finds essential in its efforts to maintain decent standards. It has found wide acceptance by employers throughout the United States. It has been described as "almost exclusively an American institution."

It is no accident that we have the highest standard of living in the world. It is the result of our philos-



—The Washington Teamster

Anti-Boycott Legislative Proposals

ophy of free competition within the framework of certain minimum basic public rules. One of these time-honored public rules is that workers may help each other by refusing to handle the products or services of an unfair employer or one against whom a sister union is striking.

Sometimes an employer whose employees are on strike will seek to avoid the consequences of the strike, either by subcontracting his work to another company, or by transferring his work to another plant which he may operate. Parenthetically, it should be observed that employers have used this device since the Cordwainers strike in Philadelphia in 1809.

In discussion of the so-called "secondary boycott," the term "innocent neutral" is often invoked. In a situation of this type, the "neutral" is non-existent. Certainly the employer whose employees are on strike is not a neutral. It is equally plain that the company or plant which agrees to do work normally performed by the striking employees can claim no neutrality.

An employer who undertakes to perform struck work, or to do business with a struck employer, necessarily makes an election. If he wishes to avoid becoming a party to the labor dispute, he may protect himself by simply refusing the work. But if he chooses to undertake the work, he should not be permitted to claim the protection of federal law as a neutral to the dispute.

In such a case, concerted activities at the premises of the struck plant, or at the plant doing the struck work, should and must be permitted if the right to strike is to have any meaning at all.

The non-union employer paying substandard wages and fringe benefits is in no better position to claim neutrality. Our present day industrial, commercial and transportation organization virtually makes the entire country one vast market. Indeed, our tariff and foreign trade policies clearly recognize the entire globe as the market place in which we must of necessity compete. The policies of a single employer can and often do affect col-

lective bargaining patterns in the entire nation. The steel industry is an obvious example.

In highly competitive industries especially, such as transportation, wages cannot be increased or even maintained, in the face of non-union, unfair competition within the industry. A single employer who refuses to pay union wages and benefits can, and inevitably does, threaten the standards of the union and its members. Even though non-union employers may be in the majority in any given industry, they

obviously constitute pressure against both the union and responsible employers who compete on the merits of their product, not upon labor exploitation. As the United States Supreme Court has observed, "an elimination of competition based on differences in labor standards is the objective of any national labor organization."

An employer who chooses to compete with organized companies on the basis of substandard wages and fringe benefits certainly is not a neutral to

(Continued on page 30)



—Northern California Teamster

Teamsters Man "Space Ship to Moon"



SPACE SHIP heads for its launching pad in front of another market. Luer Packing Co. sponsors ship, so two meat drivers became "space pilots."

Two Los Angeles meat drivers have become "space pilots." Teamsters Frank Jepson and Jerry Elliott, pilot and co-pilot respectively, have already guided more than 1,000,000 kids from 6 to 60 on an unusual trip into outer space.

The "space ship" never leaves the ground, but it has traveled thousands of miles in the past two and one-half years, giving free rides to the farthest planets.

The ship is the brainchild of Albert G. Luer, head of the Luer Packing Co. in Los Angeles. On each trip, 35 passengers, piloted by Jepson and Elliott, sit in air conditioned comfort and experience the sensation of space travel through the medium of a special projector, stereophonic sound, semi-third dimension, and color film. The

illusion is so real that nuclear physicists have taken the trip.

Jepson, the Teamster space pilot, helps create an atmosphere of realism by operating a complicated control panel that controls sound valves and lights in the ship.

A seven-minute film of the solar system is accompanied by a running narration. And the ship contains a man-made planet complete with radio beeps, lights and other equipment.

Jepson and Elliott, members of Meat Drivers Local 626, aren't completely out of touch with Earth. Their launching pad: the streets in front of meat markets. The Luer ship travels from market to market throughout Southern California, giving free trips through the universe. Their job is out of this world.



SPACE TRAVELERS have numbered more than million in two and one-half years. Illusion is so realistic that nuclear physicists have taken the ride.



BLASTING OFF INTO OUTER SPACE, a group of wide-eyed kids get ready to embark for Mars and other planets. Wonders of space are viewed on the screen. Above screen is man-made satellite which gives radio beeps and imitates the real man-made moons.



SPACE PILOTS, Teamsters Frank Jepson and Jerry Elliott (third and fourth from left), tell Local 626 business representatives that Martians and Jupiterites want planet-wide seniority. At left are Charles Rice and Charles Potter.

Ward Contract Ratified, Terms Named

TERMS of the Teamster agreement with Montgomery Ward, ratified last month by an overwhelming majority of the members, have been announced by President James R. Hoffa.

He said the key achievements in the agreement were a guaranteed workweek, straight seniority, a modified union shop, a cost-of-living clause, and an across-the-board wage increase, all "firsts" in negotiations with Ward.

Don Peters, chairman of the Teamsters Montgomery Ward Council, described such provisions as "a revolutionary breakthrough in the company's traditional policies toward labor unions."

Another key provision was the company's agreement to sign contracts with the Teamster trucking locals in each city, covering its drivers in conformity with local Teamster wages and conditions.

The Teamsters' negotiating committee reached accord with the company late last month in joint negotiations with the Retail Clerks International Association, which also ended a five-month strike by the Clerks. President Hoffa personally intervened when talks had reached a standstill, a Teamster strike vote had been taken, and federal conciliators called in.

The company, which had previously refused to grant a standard wage increase to all employees, agreed to an across-the-board increase, with a further provision for supplementary negotiations by individual units to improve the guaranteed minimum increase.

Following negotiation of the main agreement, detached store units met with company representatives on a re-

gional basis and negotiated additional wage increases above the minimum.

The agreement guarantees a 40-hour workweek to all employees having five years or more of service, and a 37-hour workweek to employees with two to five years' service.

Peters said the company "has previously resisted any such formula for guaranteed hours, and always reserved the right to lay off and recall workers as the company saw fit."

He said that in addition to a guaranteed workweek, layoffs and recall under the new contracts henceforth will be on the basis of strict seniority, for the first time.

He described these concessions of guaranteed hours and seniority as "revolutionary departures in the company's policies, which will mean unprecedented job and wage security

for our people, security never before possible. A guaranteed workweek and straight seniority will have significant meaning in terms of increased take-home pay for our members," he said.

The contracts also provide for cost-of-living increases which go into effect when the index rises sufficiently to offset the minimum increases under the contract.

Under the modified union shop agreement, another innovation in the pact, all new employees must become members of the union after a 30-day trial period.

Peters stressed the fact that the agreement was merely a memorandum of understanding and in no way could be construed as a "master contract." It merely provided a minimum

(Continued on page 28)



BREAKING BREAD following agreement with Montgomery Ward were these representatives of the Teamsters and Retail Clerks (front table, from left): Sam Baron, field director, IBT National Warehouse Division; Retail Clerks Vice Presidents Murray Plopper and Ben Crossler; IBT attorney Lester Asher of Chicago; and Don Peters, president of Teamsters Local 743 in Chicago and chairman of the Teamsters Montgomery Ward Council.



MONTGOMERY WARD COUNCIL of the IBT met with President Hoffa (seated, center) after successful conclusion of negotiations. Seated beside President Hoffa are Baron (left) and Peters.

Free Labor Movement Threatened by Senate Bill

The concept of a free labor movement took a beating in the U. S. Senate last month.

Despite historic proof that a free labor movement is the strongest safeguard against Communism, poverty, or other forms of tyranny, the Senate moved to bring the free associations of America's workers under close government control.

The Kennedy-Ives bill, reported out of the Senate Labor subcommittee headed by millionaire Senator John

Kennedy of Massachusetts, and amended in floor debate, would provide the following, if it were passed without change in the House of Representatives:

Reporting and disclosure of union internal processes and financial operations, except that the Secretary of Labor may exempt unions with fewer than 200 members and with incomes of less than \$20,000 per year.

Reporting and disclosure of trusteeships imposed by national unions on

subordinate bodies, and limitation on procedures for establishing such trusteeships.

Provisions regulating the election of International and local union officers.

Provision that officers who fail to file and publish required union reports would be barred from office for five years.

Provision that the Secretary of Labor may set up rules for removal of officers by a majority of members.

The law would also provide criminal penalties for failure to observe certain provisions of the law.

While many of the objectives sought in the bill—safeguarding against trade union abuses or misdeeds—are laudable, the IBT opposition involved a careful and vital distinction.

Such objectives must be achieved democratically through unions' own constitutional processes. Governmental intervention into the affairs of free associations such as trade unions is a serious and ominous breach of the concept of a free society.

The IBT statement, submitted to the Senate Labor subcommittee during its deliberations (see JUNE TEAMSTER), pointed out that there are more than enough laws at the state and local level providing penalties for abuse of trust.

The statement also cited the IBT constitution, with provisions for secret-ballot elections, secret-ballot strike votes, limitations on trusteeships, etc., as clearly indicating "the ability of these free labor organizations to meet their own problems. They are legitimate matters for self-determination. They are not legitimate matters for federal legislation, if the concept of a free labor movement is to prevail."

Among the few bright spots of the Kennedy-Ives bill was a provision which would abolish the Taft-Hartley prohibition against strikers voting in a representation election.

It would also permit employers and unions in the construction industry, under certain conditions, to make an agreement before actual hiring of employees. This would supersede the Taft-Hartley restriction of this right.

The Senate was able to beat down far more stringent proposals demanded by vicious anti-labor legislators such as Senators McClellan, Knowland, Curtis, Thurmond, Goldwater and Mundt.

Labor and the Teamsters

This editorial appeared in Federation News, published by the Chicago Federation of Labor, AFL-CIO.

(The following is a letter received by the FEDERATION NEWS from an active delegate to the Chicago Federation of Labor. He asked that his name be withheld. The comments of our readers are invited.)

A few months ago, ads signed by President James B. Carey of the Electrical, Radio and Machine Workers appeared in several daily papers charging Montgomery Ward with "double dealing" in refusing to discuss contract terms with the Retail Clerks while giving a new contract providing wage increases and other benefits to the Teamsters. The implication of the ad was that there was some kind of sinister arrangement between the Teamsters and Ward management. The charges were also broadcast in press releases, and the Teamsters were quick to reply to the charges.

Now the Retail Clerks and Teamsters have jointly negotiated a contract with Ward's, providing a modified union shop, and across the board wage increase, a cost-of-living clause, a 40-hour week and other improvements. We congratulate both unions on these achievements for their members.

But there is a larger issue here. The president of the Retail Clerks is a vice-president of the AFL-CIO. At the AFL-CIO convention in December, he and the other delegates from his union voted for expulsion of the Teamsters. The major issue leading to expulsion: James R. Hoffa. Yet, it was the same James R. Hoffa who sat down and helped negotiate the contract jointly with the Retail Clerks.

And anyone will agree that the relationships involved in joint collective bargaining and organizing are much closer than the ties between an international union and the AFL-CIO. Regardless of what the AFL-CIO voted at its convention, unions are finding that it is essential to the people on the job to work with the Teamsters.

The problems of the members over-ride the real or imagined stigma attached to association with certain unions or their leadership. (The FEDERATION NEWS predicted this situation last December.)

The plain fact is that the Teamsters belong back in the labor movement. We cannot believe that it is RIGHT to work with the Teamsters in negotiations and WRONG to have their participation in the activities of state and city central bodies of labor. We cannot believe it is RIGHT to welcome the Teamsters' assistance in organizing drives and WRONG to deprive the state and local labor bodies of the effective manpower, the intelligent leadership and the generous contributions of the Teamsters. We cannot believe it is RIGHT to have mutual aid pacts between AFL-CIO unions and the Teamsters and WRONG to deny to the trade union movement the legislative help the Teamsters could give us in the state and national scope.

The Teamsters belong in the labor movement. Activities leading to the resumption of their historic role in organized labor should start now.

20 Million Workers Still Lack Protection of Minimum Wage Law

JUST 20 years ago, a law enacted by Congress was hailed as a giant step forward on the road to social justice and responsibility.

The law set a minimum wage for some 15 million American workers. The minimum: 25 cents per hour.

Today, amendments to the Fair Labor Standards Act have increased the minimum wage to \$1 per hour, and the provisions apply to an estimated 24 million workers.

It has gone a long way toward overcoming the crass exploitation of human labor in America.

But its provisions are still woefully inadequate:

(1) The present minimum of \$1 per hour is not a living wage.

(2) Some 20,000,000 workers are still excluded from coverage under this Act.

Nevertheless, the 20th anniversary of the Fair Labor Standards Act (or the Federal Wage and Hour Law) is a milestone in labor's historic fight for human security.

Under the bill, passed on June 25, 1938, the statutory minimum wage was set at 25 cents per hour, increased

to 30 cents in October, 1939, and raised to 40 cents in October, 1945. Time-and-a-half overtime pay was established, originally after 44 hours, then 42, and now 40. Child-labor provisions were also an important feature. The age of 16 years was set as the minimum for general employment, with 18 the minimum for hazardous occupations.

During the 20 years the law has been in force, the Wage-Hour Division has gotten some \$180,500,000 in back wages for about 3,972,000 employees.

In 1950, the minimum wage was increased to 75 cents an hour, child-labor provisions were strengthened, and overtime pay provisions clarified. In 1956, the minimum was increased to its present \$1.

But the estimated 20,000,000 workers who are still uncovered by the law are a constant reminder that substantial improvements are still needed.

The workers exempt from the law's protection are by and large the poorest paid in our society, the ones most in need of a decent minimum wage.

They include the cafeteria or restaurant dishwasher, the sales clerk in a chain variety store, the seasonal worker packing apples or oranges, the farm workers in the large "field factories."

Since most of these exempt workers are unorganized, they have neither the protection of the law nor the security and dignity that results from union organization and a collective bargaining contract. Generally, their wages are set at the lowest possible level to which their employers can force them.

The 20,000,000 wage and salary workers not covered by the Act are in two separate categories. About 13,500,000 are denied the Act's protection because, under the narrow definition of the law, they are not considered to be in "interstate commerce." An additional 6,500,000 workers are considered to be in "interstate commerce," but are denied minimum wage protection because they are in specifically exempted groups.

In view of the tremendous changes which have been taking place in our

(Continued on page 24)

English Re-Elected



General Secretary-Treasurer John F. English has been re-elected unanimously to the Board of Directors of the Union Labor Life Insurance Co. for a three-year term. Company President Edmund P. Tobin (standing) presents portfolio of office. The Board of Directors also includes national and international union leaders within the AFL-CIO. Tobin praised English as "my friend of many, many years of long standing whose counsel and advice and whose interest in our stewardship of the programs of local unions of the International Brotherhood of Teamsters has always been of outstanding value."

Millions of American workers

More than 9 million in retailing and service trades are exempt!

Retailing and the service trades are the largest areas in which workers are now exempt from wage-hour protection. More than 9 million workers in these fields are not covered by the Act. Union has come to several hundred

thousand, but this is only a small proportion of those who should be unionized and given the protection of decent wages and conditions. The three workers shown in this group are organized.



In depression days the retail worker had a higher wage level than the industrial worker. Today the situation is reversed. Unionism has brought good wages to millions of the nation's industrial workers.



Too many employers in the retail industry fight the enactment of protective legislation at both state and national levels. Large chains wield strong influence.



Department store work is nice, clean, dignified employment, but too often the work is in stores which are not subject to wage-hour regulations—and you can't put dignity in your pay envelope.

More than 1.3 million outside salesmen are exempt!



The number of outside salesmen now who are not covered is large—more than 1.3 million. The man pictured above is organized in the Teamsters and has a decent wage, but hundreds of other outside salesmen in a wide range of merchandising activities are without legal protection.



Agricultural processing—a low-wage industry!



Teamster organizations have won real advances for many in the canning and processing field. Some 233,000 workers in agricultural processing are exempt from wage-hour provisions and need protection. Many unorganized workers—an estimated 660,000—in packing, canning and processing are denied overtime pay during all or part of the year because they are "seasonal" workers. About one-sixth of the workers in this area receive less than 75 cents an hour and two out of three are paid less than a dollar an hour because they have neither legal nor union protection.

need wage-hour law protection!

Almost 2 million construction workers are unprotected!



The construction trades have strong unions with some 3 million members in AFL-CIO building trades unions and the Teamsters. Yet hundreds of thousands of construction workers, not engaged in work of interstate character, are without minimum wage protection under present statutes.

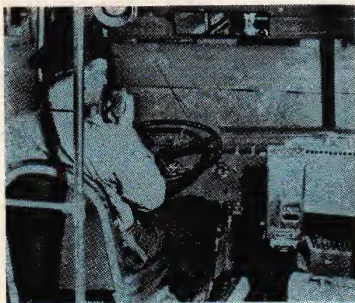
500,000 hotel workers are unprotected!



Hotel workers are notoriously underpaid. While a sizable bloc are members of trade unions, a great many remain outside and moreover are without the basic legal aid.



Local transit employees are unprotected!



Local transit company employees are not covered by the law since they are not engaged in interstate commerce work.



More than 3 million agricultural workers are exempt!



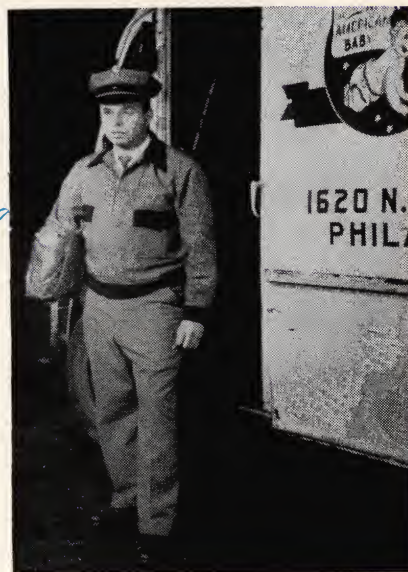
Agricultural workers, perhaps more than any other single group, have the greatest need for wage-hour protection. The work is usually seasonal and often compels workers to become migratory with no fixed home or base. Workers of this type are usually without bargaining power and without an effective economic weapon. They need legal union help.



Laundry industry workers have need for unionization and protection!



Less than 60,000 of the 580,000 employees in the laundry and dry cleaning establishments are covered. Teamsters have organized many drivers in this industry, such as the man at right and have brought better wages and hours.



(Continued from page 21)

economy, more and more firms must be considered realistically as falling within the scope of interstate commerce. Yet, as a pretext for denying a large group of low-paid workers minimum wage protection, Congress, in response to the pressure of powerful employer interests, in 1949 narrowed the definition of "interstate commerce" in the law.

The result is that the scope of the law's authority is far less today than when it was first enacted in 1938. In addition, the 1949 amendments also introduced six new specific exemptions and enlarged four others already in the law.

Of the 20,000,000 workers who are not protected, about one-third are in retail trade. Another third are about equally divided between service occupations and the agriculture, forestry, and fishing group. The remaining third are employed in a wide variety of industries and occupations.

Retail trade is not only dominated by large firms, but increasingly it is dominated by giant chain organizations, many of which operate from coast to coast. These are some of the largest and most prosperous firms in America—firms like A & P, Woolworth's, Sears Roebuck, Macy's, Hilton-Statler, Western Auto, United Cigar-Whelan—yet the overwhelming proportion of their employees is denied minimum wage protection.

These giant chains have won immunity from the requirement to pay the minimum wage, under a law which was intended to exempt only small "mom 'n pop" neighborhood establishments.

The wages of retail workers lag far behind those of industrial workers, who are both more highly organized and, for the most part, have the protection of the minimum wage. It is probably not generally recalled today that in 1932 the average retail worker had higher weekly earnings than the average factory worker. In that depression year, the retail worker averaged \$20.71 per week, as compared with only \$17.05 for the average worker. Today, the picture has changed enormously.

In December, 1955, the average weekly wage for factory workers was \$79.71; for retail workers, only \$58.41. Retail workers employed in general merchandise stores, however, were paid only \$42.46. Of course, many workers earned far less than these averages.

Large, powerful interests have used all kinds of arguments to keep retail trade occupations exempt from minimum wage coverage. But tremendous improvements in efficiency, impressive profit figures, and the dismal failure of states to enact adequate minimum wage legislation leave their arguments empty. No more than about 57,000 of the

580,000 employees in laundry and dry cleaning establishments are covered by the Act. The wages of unorganized laundry and dry cleaning workers are among the lowest in the entire economy.

The present retail exemption also applies to hotels. Reference has already been made to the big business character of a large part of the hotel industry, which employs roughly 500,000 workers.

The fact that hotels in some cities pay much higher than in others indicates that the large hotels paying the lowest wages could raise them substantially. The extremely low wages paid to a large proportion of hotel workers emphasize the urgent need of these employees for minimum wage protection.

The exemptions applying to workers engaged in packing, canning and other processing of agricultural commodities are perhaps the most complicated in the Act. The Labor Department estimates that nearly a quarter of a million workers employed in processing of farm commodities are exempt from minimum wage protection.

In addition, about 660,000 more workers are exempt from the overtime provisions of the Act for all or part of the year. It is argued that the overtime exemption is necessary to permit expeditious handling of farm products in these highly seasonal industries.

Because workers in these industries have such irregular employment, the overtime exemptions should be abolished. Complete protection under the Act would assure the low-paid workers who are forced to find jobs in these seasonal industries a more adequate income.

Agricultural workers are completely denied the protection of the Fair Labor Standards Act. Yet, perhaps more than any other group, they have the greatest need for protection. Since they are not covered under unemployment insurance, they have no income to fall back on when they are out of a job. Yet most of them are employed in highly seasonal work and are without jobs a good part of the year.

Because they are exempt from coverage under the National Labor Relations Act, they have no bargaining power and are completely at the mercy of their employers. All attempts of farm workers to organize into unions have met with the most violent resistance by organizations of large farm employers and other powerful interests.

He Could Be a Comedian, Maybe

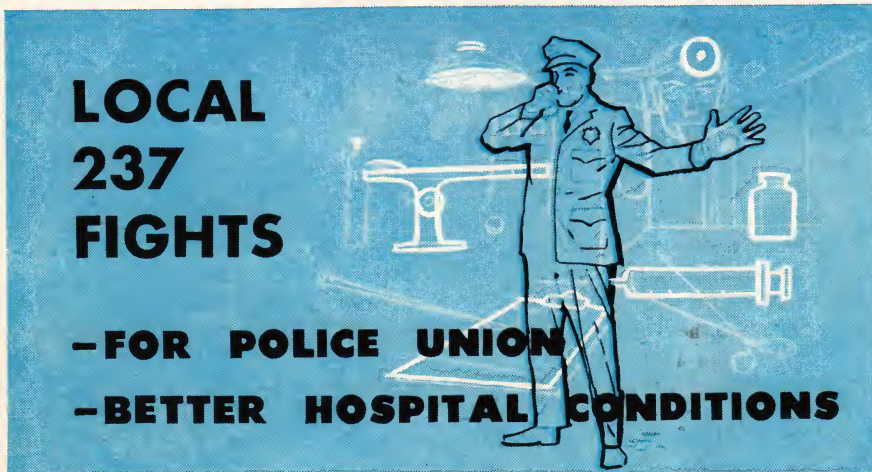


Frank Widener (right), seemingly could become a comedian at age 75. He recently received his Western Conference pension check at a dinner honoring retirees of Local 860, San Francisco, and cracked: "I'm not retiring from work, just location. According to the jobs my wife has lined up for me, she will be the one retiring, not me." Another pensioner, Alexander Palmer, 72 (second from left), will take it easier. "I'm going fishing in that big boat down at Santa Cruz," he says. At left is Local 860 Secretary Ted White, with International Vice President George Mock of Sacramento, second from right.

Hospital Workers Protest Wages



A mass protest by New York City hospital workers who picketed in front of City Hall last month was led by Teamsters Local 237, City Employees Union, which represents them. They are the city's lowest-paid workers.



City Employees Local 237 of the Teamsters in New York City has begun a drive to organize the uniformed force of the New York City police department.

The action was taken, Local President Henry Feinstein said, "despite the recent statement of Police Commissioner Stephen P. Kennedy that he was not going to let any debating society tell him how to run the police department.

"Commissioner Kennedy's remarks about unions being debating societies were a slur on union labor. Unions don't attempt to run governments and businesses, and Commissioner Kennedy had better not try to run unions, certainly not this one.

"We don't give a hoot for any rule of the police department that attempts to prevent policemen from joining a union. Policemen have that right as

a matter of fundamental American law."

Feinstein announced that an organized city-wide campaign began in late June when 350 stewards began soliciting every member of the uniformed force.

Local 237 now has some 12,000 members under checkoff in New York's city hospitals, the Housing Authority, and other municipal agencies.

Feinstein said that the union's counsel had been instructed to apply for an injunction if the police commissioner sought to obstruct the union drive.

He said organizers for the local had talked to 1,000 members of the police force in recent months and had found strong sentiment for union organization. He said the local's executive board had authorized the hiring of a large staff of former policemen and

other organizers to sign up members of the department.

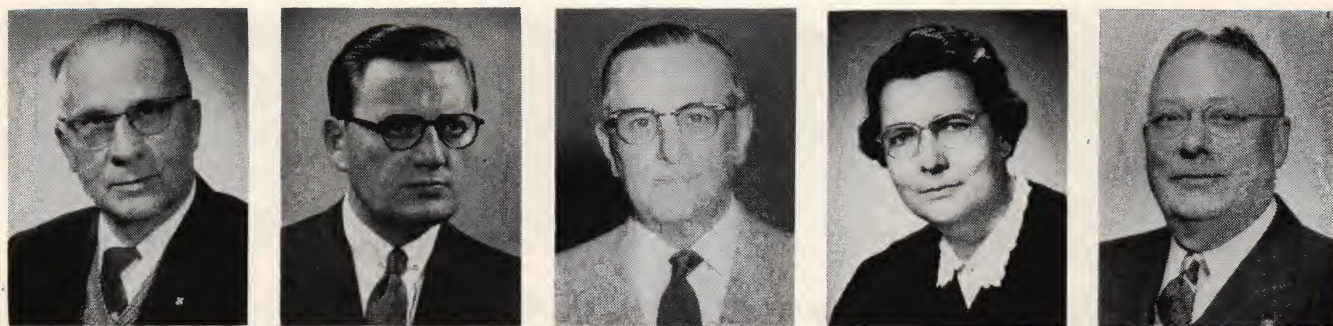
"Policemen in many cities, towns and villages in this country are members of labor unions," Feinstein declared. "Does Commissioner Kennedy view New York City as a one-horse town?

"It has always been our idea that the police commissioner is a law-enforcing official, but if he tries to usurp the law of the land, we're going to treat him the same as we would treat any other offender."



At budget hearings, Henry Feinstein (at stand), president of Local 237, told New York City Board of Estimate that city hospital department employees have less take-home pay than Welfare Department relief allowances. Local 237 is also leading drive to organize New York's policemen (see story).

County Funds Gone, Teamsters Donate Polio Vaccine



The Teamsters Salk Vaccine Fund, raised by Joint Council 44 in Toledo, came to the county's rescue when public funds were exhausted. Shown above are officers of the Citizens Advisory Committee set up to administer the fund at the request of Council President Larry Steinberg. From the left: Chairman A. Gideon Spieker, president of the Henry J. Spieker Co.; Vice-Chairman Martin Janis, president of Kuehmann Foods, Inc.; Treasurer Karl Rumpf, vice-president of the Lucas County (O.) Bank; Secretary Judge Geraldine Macelwane, judge of the Common Pleas Court; and Planning Chairman Arthur Gratop, Toledo welfare director.

In Toledo, some 12,000 county children almost missed their third, and vital, polio shot. County funds to buy vaccine were exhausted, and free vaccine from the state Department of Health was no longer available.

That's where a program set up by Teamsters Joint Council 44 in Toledo in 1955 to provide free Salk vaccine to needy children, proved its value.

Last month the Teamsters' polio fund came to the rescue.

The Lucas County chapter of the National Foundation for Infantile Paralysis, and the county Board of Health, appealed to the Teamster fund for help. As a result, a total of \$8,100, enough to pay for 12,000

polio shots, was donated.

The county Health Department set up a clinic in the Toledo Teamsters building and began giving the free shots on July 1.

Under the leadership of Joint Council President Larry Steinberg, Toledo's Teamster locals began their drive for funds in 1955, and raised \$30,000 from rank-and-file members and employers as well.

A Citizens Advisory Committee was appointed to make certain the project was guided carefully and with keen judgment. The objective of the drive was to provide free Salk vaccine to needy children in priority age groups in Lucas County, and in other counties of northwestern Ohio.

Some 100 individual companies

donated to the fund, as well as various local unions throughout the state, and some 10,000 union members.

Ironically, the Citizens Committee was notified shortly thereafter by the state Health Department that no need existed for an independent program.

To provide for that eventuality, the Citizens Committee had already been vested with the responsibility of planning distribution of the fund among needed medical, scientific, and welfare projects, as well as to provide a portion of the fund for a polio vaccine memorial in the Teamsters Plaza in Toledo.

Several requests for funds were heard by the Committee, but none were eligible until the plea for help in administering shots last month.

Farmer Is Real Hero in Snow Storm

"I don't think we should be classified as heroes."

Recently the TEAMSTER told how truck drivers abandoned their rigs during a snow blizzard on the Pennsylvania turnpike and organized search parties to find stranded motorists and lead them to shelter.

The comment above was from one of the rescue workers—a member of Local 299 in Detroit.

"Anyone would certainly have done all they could to help under those circumstances," wrote Thomas Remick of Royal Oak, Mich. "The general public was not prepared for such a storm. But when many things happen in the everyday life of a trucker, he learns to expect anything."

Remick told of another experience. "I was also in the first snowstorm of

the season at Harrisburg, Pa., where I had to go about two or three miles in blinding snow and mighty cold to find a farm.

"I milked a cow by the light of the moon and took the milk to Shellville,

Pa., where three children—six months, eight months, and 15 months—were completely without food. I stopped at the smokehouse and took a ham, which for 40 hours was all 26 people had to eat.

"On my next trip through Shellville, I stopped and offered to pay the farmer for the ham and milk, but he would not accept payment, because he said that no one could find his farm in a storm such as that. So he went to the smokehouse and counted the hams he had left. There were only two left, so he said he only put two up on the rack, so I couldn't have taken any.

"That farmer, in my estimation, should be the real 'hero.' He had it. I got it. He wouldn't admit I got it. So there you are."



Gypsy Truckers Lax On Safety, Paper Says

The "tramp trucker"—non-union and unregulated—got the spotlight in a recent issue of the *Wall Street Journal*.

The paper referred to the "48,000 itinerant highway cargo haulers who often operate on a shoestring, frequently go broke, and who have unleashed an unrelenting price-cutting campaign against the recession-scarred railroads and the major trucking lines."

The "gypsies'" existence depends upon the Motor Carrier Act of 1935 which exempts over-the-road carriers from Federal regulation whenever they haul a wide range of commodities, including such items as green coffee, fresh and frozen poultry, or frozen fruit and vegetables.

"The tramps can haul these exempt commodities for any price they please and over any route they please," the *Journal* points out.

But many shippers want nothing to do with them.

Baron M. Angell, chairman of the Canned Goods Shippers Conference, flatly states: "We have found the only dependable, safe and sound transportation is by regulated carrier."

The *Journal* cites "the tramp truckers' frequent laxity about safety and maintenance matters, and their willingness to drive with little sleep and hike prices whenever they can."

A recent ICC road check revealed that 67 per cent of the tramp truckers examined had four or more driver or vehicle safety violations, compared with only 33 per cent for regulated carriers.

"Tired drivers and unsafe trucks mean accidents, and accidents mean delays in the delivery of highly perishable cargoes," the *Journal* states.

The newspaper says that "the only terminal many tramps possess is a backyard or an empty lot. A tramp operating a single truck usually drives it himself and he has no payroll worries, although he often pays himself a token wage for bookkeeping purposes. If the tramp is big enough to hire drivers, he frequently pays wages averaging about 25 per cent of what he gets for hauling the load, but this usually costs considerably less than hiring union drivers."

On a round-trip run from northern Florida to Chicago, for example, a tramp driver would get about \$125 to

I.C.C. Action Necessary—Hoffa

Failure of the Interstate Commerce Commission to take action to regulate gypsy truckers is "disgraceful," President James R. Hoffa declared. "Unsafe trucks on the highways, and unfair conditions, working to the detriment both of regulated carriers and decent wages and working conditions, should be strong enough argument to move the I.C.C. to take action in this field," he said. "The public driving the highways, and the businessmen adhering to Federal regulation, all deserve government protection against this type of operation."

\$150 for his labors, according to an official of an association of gypsy truckers in Florida. The current Teamster rate is 8.45 cents per mile for driving a rig with one driver, or approximately \$203 for the roughly 2,400-mile journey.

One gypsy was quoted as saying that "80 per cent of the truckers I

know are behind on their truck payments."

W. C. McCurdy, president of the Perishable Commodity Carriers Assn., in San Antonio, Tex., said: "We found that about one-third of the small independent truckers in our area go out of business each year. They never sell out. They just go broke."

Indian Trade Unionist Visits



Sibnath Banerjee (seated, right), West Bengal trade unionist and formerly president of India's Socialist Federation of Labor, and three other foreign visitors who were in Washington for a Moral Re-Armament Conference, discussed union programs with Vice President Harold J. Gibbons. Others were, from left: Douglas Cook of Edinburgh, Scotland; Felix Joss, managing director of the municipal transit system in St. Gall, Switzerland; Leslie Fox of London, England; and George Vondermuhll, Jr., of Washington, D. C., Moral Re-Armament representative who was formerly with the International Labor Organization in Geneva, Switzerland.

Teamster Remembered For Heroism 9 Years Ago

NINE years ago, Lloyd Reisner saved a little girl's life when he stopped his rig at the scene of a highway accident.

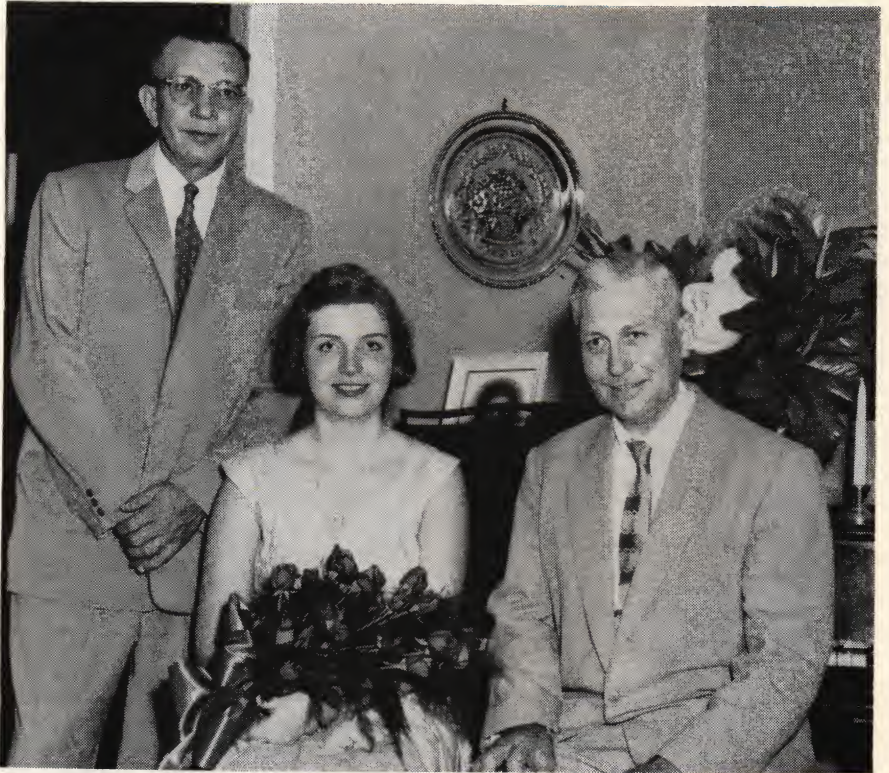
The little girl grew up and remembered. Several weeks ago, he was the honored guest at her high school graduation.

Reisner, now secretary-treasurer of Teamsters Local 135 in Indianapolis, Ind., was then a driver for Hancock Trucking Co. Driving on a road near Louisville, Ky., he came upon an accident that had just occurred.

Little Barbara Jean Zehnder was in danger of suffocation from a throat hemorrhage. Acting quickly, Reisner got a passing motorist to drive them to the hospital. He held the little girl in his arms and applied just enough pressure to the throat arteries to prevent a hemorrhage. After assuring himself that she was in competent hands, he left the hospital, unnoticed and unidentified.

To this day, he doesn't know how he came to be identified as the trucker who saved Barbara's life. But as a result of his heroic action, he received national acclaim. He was named national "Driver of the Year" for 1950 by the American Trucking Association, and was congratulated on his honors during a visit to the White House with President Truman. He and Barbara appeared together on nationwide radio and TV programs.

This June, Barbara was graduated from Sacred Heart Academy in Louisville. And she didn't forget the man who saved her life. Teamster Lloyd Reisner was her guest of honor.



Lloyd Reisner (left), secretary-treasurer of Local 135 in Indianapolis, saved the life of Barbara Jean Zehnder (center) following a smash-up nine years ago. Last month, he was guest at her high school graduation. At right is her father, Alfred Zehnder.

Community Help in Ontario



Members of Local 990, Port Arthur, Ont., Canada, turned out in force recently to haul sand and fill for the grounds and beach of the new Norman Community Park. Shown above is one of the dozens of trucks kept busy all day Saturday and Sunday, with drivers and loaders donating their services. The Kenora (Ont.) "Daily Miner and News" said "this combined effort was indeed true community spirit, and all who took part, deserve a big 'thank you'." E. S. Heitanen is secretary of Local 990.

Ward Contract

(Continued from page 19)

formula as the basis for supplementary local negotiations. Each local union signs its own contract with the company.

He said that in supplementary negotiations by individual units, some improvements in workweek and overtime provisions, in addition to wage increases, were also secured above and beyond the terms of the pattern set in overall negotiations.

The across-the-board increase also applies to the sales force. For sales personnel, the company in addition agreed to permit the employees of each unit to exercise autonomy in se-

lecting from among two different formulas on commissions and wipeoff. Peters explained that the question of commissions and wipeoff has been a

constant source of friction between the union and the company.

The contracts cover a five-year-period and expire on June 1, 1963.

Readers Digest Shows Its Bias

There was a time, many many years ago as the fairy tales say, when the *Readers Digest* was just exactly what its name implies, condensations of outstanding articles from the nation's leading magazines. It was started on a shoestring by a young liberal-thinking man and his wife. They took no advertising, believing that advertising might control editorial policy.

Today the story is quite different. No longer are the condensations representative of American publications. Some of the articles are first "planted" in major publications for "condensation in the *Digest*. The pretense is dropped completely when articles are tailored directly for it. Apparently advertising has become the controlling factor, silencing one of the few small voices that exposed corporate sins.

Readers Digest makes no bones about its policy. Slanted and biased articles are interlarded with sweetly sick bits of Americana . . . some of the latter only part of the story. Like the bit about one exemplary American company union whose president wound up in jail for embezzlement shortly after the *Digest's* fulsome praise of his leadership.

Lester Velie, the publisher's voice against organized labor, came up in June issue with some intemperate and obviously thoughtless suggestions for democratizing unions.

In a direct slap at the Teamsters, Velie criticized the division of locals by classification of work. He does not believe that members employed in various industries should have their own division meetings. Better they should all meet together and let the industry having the

most employees in attendance dominate the meeting with their particular problems. A cursory glance at any issue of the Teamster paper would also tell Mr. Velie that in addition to divisional meetings, local unions have general membership meetings where problems affecting the entire membership are discussed and acted on. Of course, this doesn't promote the anti-union policy of the *Digest* and might give the public some of the facts about the Teamsters.

Mr. Velie elaborates that Jimmy Hoffa was elected by the votes of 28 unions in trusteeship out of some 900 odd affiliated with the Teamsters. His solution to this gross exaggeration of facts is secret elections at International conventions. He purposely fails to report that such a secret ballot would prevent local unions from ever knowing how their delegates voted, instructed or not. He also omits the fact that the Teamsters constitution specifically provides for secret ballot elections at the local union level.

In the face of a Supreme Court decision directly refuting his charges, Velie says the courts do not redress wrong done members. But this is a typical *Digest* omission. You can't build a case on facts when the facts are against you.

Because of its fantastic circulation, the *Digest* is an important media of public information, not only in America, but throughout the world. It's a sad commentary when an American publication, proves up the big lie technique, internationally.—*Southern California Teamster*.

First Laundry Drivers' Pension Program Issues Benefits

The first employer-paid pension program in the nation to cover laundry and dry cleaning drivers issued its first retirement checks last month in Chicago.

Twenty-one retired members of Teamsters Local 712 received their pension payments in ceremonies marking a historic advance in the laundry and dry cleaning field.

Jean R. Frank, secretary-treasurer of Local 712, pointed out that the plan, established less than a year ago, covers drivers, solicitors and salesmen in the laundry, cleaning, industrial

overall, diaper, rug, and linen and towels industries.

"The pension trustees worked patiently to bring about the best possible plan," Frank said. "We are starting on a sound basis, with advice from expert actuaries, auditors, and lawyers."

William Vellenga, employers' trustee representing the Chicago Laundry Owners Assn., told the retiring union members:

"Those of us in management who participated in creating this plan want to pay tribute to your loyalty and long

records of service. I was privileged to read your service records. You can be proud of your contributions to our industry, just as we are."

First pensioners in their craft were: Joseph Schaefer, James Wheeler, Michael Conforti, Joseph Jirsa, Joseph Kuerin, Frank J. Blaha, Julius Cismesia, Ben Glenner, Arthur Hayn, Clarence Crowell, Walter Schaffer, Ben Signer, James Murray, Charles Stelle, Edward C. Strub, Charles R. Olson, George W. Goetzelman, George J. Cruickshank, Joseph Berger, John Loster, and Gus Franke.

First pension checks in laundry drivers' field were awarded last month by Chicago Teamsters Local 712. From left are: Jean R. Frank, Local 712 secretary-treasurer and union trustee; William Vellenga, employer trustee; and pensioners Michael Conforti, 70, a member since 1919; James Wheeler, 70, member since 1918; Walter Schaffer, 69, member since 1918; and Ben Signer, 69, a 31-year member.



Secondary Boycott

(Continued from page 17)

the dispute in which the union undertakes to publicize the substandard conditions prevailing at his shop. The unfair employer has a clearcut choice to make. He can avoid the consequence of any labor dispute by simply raising the wages and fringe benefits received by his employees to the standard prevailing in the community. The employer then is no longer competing with unionized employers on the basis of substandard wages. However, where an employer chooses to compete with organized employers on the basis of substandard wages and fringe benefits, he cannot be said to be a neutral to a dispute in which the union is advertising the substandard conditions.

Similarly, an employer who deliberately chooses to do business with an employer whose employees are on strike, or who pays substandard wages and benefits, necessarily and inevitably aligns himself with the struck or non-union employer. He, too, has the election of remaining free of involvement in the dispute by simply refraining from doing business with the employer at whose premises the dispute exists. But having once entered the arena of the dispute, his employees should and must be protected in the exercise of their right to refuse to handle unfair or struck goods. The employees of a unionized employer should not be required to commit economic suicide by handling the goods or products of an employer whose operations directly threaten their very livelihood.

No Neutral

The illusiveness of the "nominal neutral" to a labor dispute is even more clearly seen in the case of a company which has by contract agreed that its employees shall not be required to handle the products of non-union or unfair companies. Even if one were to concede the existence of a neutral in a labor dispute, which we do not concede, such neutrality is not without limitation. Unquestionably the importance of neutrality in this area is much less important than the right of organized labor to engage in a strike for better wages, hours, and working conditions. Yet the National Labor Relations Board and the courts have consistently maintained that the most important right of all—

the right to strike—can be waived in a collective bargaining contract. Since the right to strike can be waived in a collective bargaining contract, common sense and basic fairness requires that an employer should be held to his agreement to refrain from requesting any of his employees from handling unfair or non-union goods.

These principles of self-preservation and mutual-protection are fundamental to our national foreign and economic policies. Thus, we do not do business with such countries as Red China because we consider their policies to be detrimental to our way of life. We use every available device to induce other countries to boycott Red China in the world market.

We place tariffs upon goods manufactured in European countries because we recognize that foreign producers utilize their low wage costs to compete with American producers on the American market. But for a tariff, the prices of foreign producers would be much lower than those of American producers paying decent wages and benefits.

In short, we have always recognized in our national policies the legitimacy and the necessity for a program designed to protect an employer paying decent wages and benefits from the destructive competition of a company which seeks to capture a market with a net of employee poverty. By the same token, if the unions are to protect the wages and benefits which they have obtained through many years of sacrifice, it is imperative that they be permitted to dispute with any employer whose operations jeopardize their standards in the community or in the state or in the nation.

Organizational picketing is, as its name indicates, picketing which seeks to induce non-union employees to affiliate with the union. Usually it does not involve picketing by employees of the company at whose premises the picketing occurs. To assert that there is no difference between organizational and recognition picketing is to ignore the facts of industrial life. The right to picket for organizational purposes has been repeatedly sustained by the courts and is entirely consistent with our declared policy of fostering and protecting the institution of collective bargaining. Organizational picketing has been and is part and parcel of the institution of collective

bargaining. Any attempted restriction upon such picketing necessarily results in an impairment of the collective bargaining institution.

It is or should be obvious that the refusal of employees of either suppliers or customers to enter upon the premises of a struck employer does not constitute the type of conduct which Congress intended to outlaw in 1947 or would want to outlaw at this time. Aside from the serious constitutional questions involved, such a restriction would destroy the most fundamental of all labor rights—the right to strike.

Punitive

The extreme and punitive nature of the amendments which you have offered is perhaps best demonstrated by your suggestion that "attempting to cause" an employer or a consumer to cease doing business with another would constitute an unfair labor practice. Under such an amendment, it must be presumed that it would be unlawful for a union to merely request an employer with whom it has a contract to purchase supplies from companies employing union members and paying decent wages. In other words, you would attempt to deprive unions of their constitutional right to seek support for union principles from the public and union employers.

We do not defend purely jurisdictional disputes or the rare case of criminal extortion masquerading under the guise of concerted activities. As to the first, one need only review the numerous decisions of the Board and Courts restraining jurisdictional disputes to realize that the law, as written, needs no amendment to accomplish the end of making such disputes unlawful. The Federal criminal laws as presently written completely cover, as they should, any case involving extortion.

But the existence of a continuing need for limited legislation prohibiting jurisdictional strikes and extortion, which is already on the books, affords no justification for enacting punitive legislation of the character embodied in your bill. If organized labor is to successfully continue its efforts to improve the lot of workingmen, it is imperative that amendments expressly protecting traditional union activities such as peaceful picketing and the negotiation of unfair goods contracts be enacted. Legislation of the type you have offered can serve only to destroy the American labor movement.

The 'Scab'

Why is the "scab" the lowest form of humanity? In his book, "The Causes of Industrial Unrest," Prof. John A. Fitch explains it this way:

"The striker . . . has quit his job, not because he is through with it but because he wants to make it a better job. He has no thought of abandoning the industry or the employer. . . . He hopes that changes will be made as a result of which the job will be a more satisfactory one when he goes back to it. He thinks of it, therefore, as his job. He is undergoing hardship and loss in behalf of that job. . . .

"Now, along comes a rank outsider and walks into the plant and takes the job that belongs to another man, and for which he has sacrificed nothing. . . . He is worse than a thief, in the striker's opinion, for the ordinary thief only takes money or goods, the results of past effort. The strike-breaker steals the future; he takes hope and opportunity and the worthwhileness of living from a man who has done him no wrong."

Mitchell at ILO Backs 'Free Association'

Secretary of Labor James P. Mitchell, who protested that the Kennedy-Ives Bill did not go far enough in supervising internal affairs of unions, praised "freedom of association" before the International Labor Organization meeting at Geneva, Switzerland.

Mitchell said: "The right of workers to organize voluntarily into free and independent trade unions to improve their welfare and to protect their individual dignity is surely a precious one."

He told the 42nd International Labor Conference that "my country stands ready to help in every way possible in the conduct of a survey of freedom of association in the U. S."

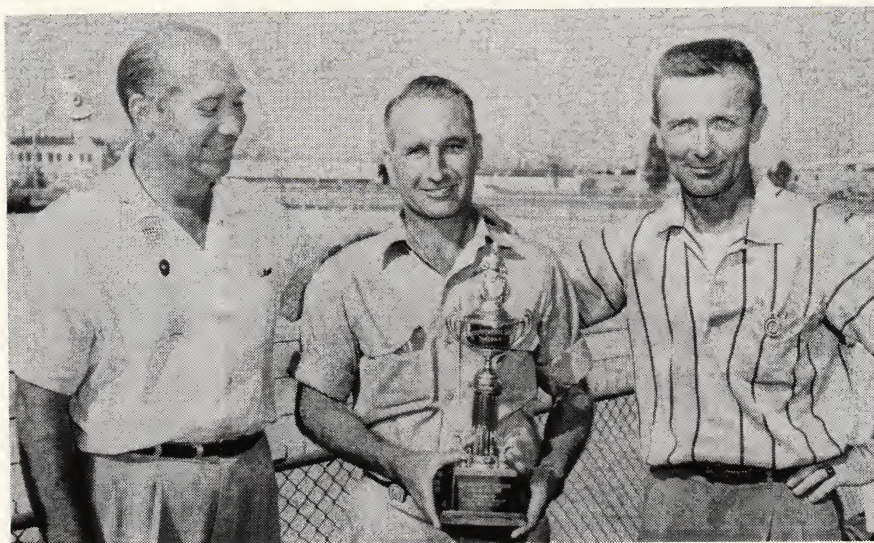
The ILO proposes a factual, objective and thorough survey into the right of freedom of association as it exists or does not exist throughout the world.

Southern California Rodeo Winners

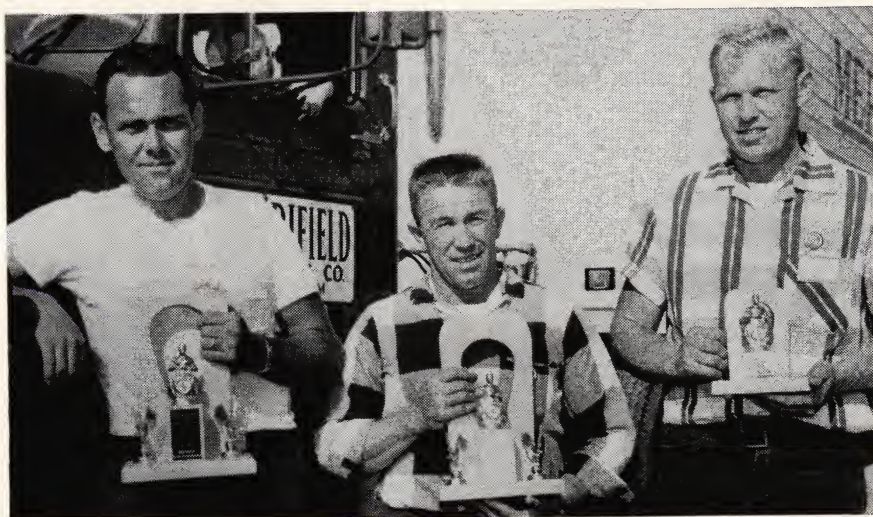
Edgar A. Armstrong, a member of Freight Drivers Local 208 in Los Angeles, put on a sensational performance to win the Southern California Rodeo, despite the fact that he drove a set of doubles across the tough obstacle course. Usually, bob-tail drivers win the sweepstakes event because of the shorter wheelbase, lower box, and fewer axles.

Competition was in five classifica-

tions: straight truck, two-axle and light semi, three-axle and heavy semi, tank truck and trailer, and doubles. Armstrong had a crowd gasping as he pulled the doubles through the diminishing alley, figure-8, and other obstacles with only inches to spare, and without letting up speed. All first place winners went on to Fresno, California, to compete in the state finals.



Armstrong (center), who won the sweepstakes with a breathtaking performance on the doubles, is congratulated by Local 208 business representative Al Pisetti (left) and Art Aigner of Bekins Van Lines, who served as judges. Armstrong drives for Pacific Motor Trucking.



Other trophy-winners included (from left): heavy semi and three-axle trailer winner Marshall D. Bohn; light semi and two-axle trailer winner William Rowell; and Don Meierhoff, who took third place in the heavy semi division. All are members of Local 235, Orange County, Calif., and drive for Merrifield Trucking.

Other winners were Douglas E. Wilson of Local 692, Long Beach, who won the tank truck and trailer

division title; and James Bruno of Local 208, Los Angeles, who was victor in the straight truck division.



LAUGH LOAD

Antisocial

Husband: "That fellow on the third floor brags that he has kissed every woman in this apartment building but one."

Wife: "I'll bet it's that stuck-up Mrs. Jones upstairs."



Exasperating

"Does your husband talk in his sleep?"

"No, and it's terribly exasperating. He just grins."



Can't Stand 'Em

"I want some elephant cartridges," said the customer.

"Certainly, sir, how many?" inquired the clerk.

"Oh, about a thousand," replied the customer.

"May I inquire, sir," asked the surprised clerk, "why you wish so many?"

"Because," replied the customer, "I hate elephants."



Good Old Days

Mom suddenly had the urge to live in the past. She complained to her husband: "You used to kiss me," so he leaned over and kissed her on the cheek. "You used to hold my hand," she said, so he reached out and held her hand. "You used to bite me on the neck," added Mom, and Pop started to walk out of the room. "Where are you going?" asked Mom, and Pop replied: "To get my teeth."



Adventurous

"Hard work never killed anybody," said the father.

"That's just the trouble, dad," replied the son. "I want to do something that has the spice of danger in it."



Embarrassed

She: "I dreamed last night that I was playing a violin solo in Carnegie Hall wearing my pajamas and I was so embarrassed when a string broke."

"On your violin?"

She: "No, on my pajamas."

Real Favor

Teenager to a friend: "All my mother wants for her birthday is not to be reminded of it."



Eh!

A man went to see the doctor complaining that he could think of nothing but girls.

"You'll have to stop that," the doctor said, "or you'll lose your hearing."

"Is that so?" asked the patient.

"What did you say?" asked the doctor.



Local Call

"Pardon me," she said to him as the telephone rang. She got up from the davenport and picked up the phone. "Hello—Oh . . . yes, I see!" She hung up, went back to the davenport, sat down and said: "There's a switch. That was my husband. He claims he's with you."



You're Right

The dizzy blond snuggled up to her escort. "How about giving me a diamond ring?" she breathed in his ear.

"My dear," replied her companion, "extenuating circumstances coerce me to preclude you from such a bauble of extravagance."

"I don't get it," said the girl.

"That's just what I said," was the reply.



He's It

"My wife thinks she should have a dish-washing machine," said Browne to his companion.

"You're lucky. Mine thinks she married one."



All Shook Up

"You look tired, dear," the wife greeted her husband. "Did you have a bad day at the office?"

"I'll say I did," he answered "I took one of those aptitude tests and boy, oh boy, it's a good thing I own the company."



Wide Interests

He: "I want to buy a present for my wife."

Saleslady: "Could I interest you in something in nylon or net hose?"

He: "Sure, but let's get the present settled first."

Wanted

Ad in a newspaper: Lady with trailer would like to meet gent with car. Object to get hitched.



Sailing, Sailing

Drunk (after bumping into the same tree three times)—Losht, losht, in an impenetrable forest.



Exhibit A

Judge, after charging the jury: "Is there any question you would like to ask before considering the evidence?"

Juror: "A couple of us would like to know if the defendant boiled the malt one or two hours and how did he keep the yeast out?"



Just Stupid

"Aren't you ashamed making your wife support you by taking in washing?"

"Yes, but she's too dumb to do anything else."



In Good Company

"Look mother!" yelled little Willie. "There's a big black bear out in the back yard."

"Now, Willie, you know perfectly well that's Tom Jones' dog. Now go straight to your room and kneel down and ask God to forgive you for telling a fib."

Willie was back downstairs in a few moments.

"Did you ask God to forgive you?"

"Yep, I did," said Willie. "and He said it was all right. God said the first time He saw Tom Jones' dog, He thought it was a bear Himself."



Race to Post

High school student to chum: "If you want to get a job this summer, you better grab it quick before the teachers grab them all."



Please Leave

Trucking Executive: "So my daughter has consented to become your wife. Have you fixed the day of the wedding?"

Truck Dispatcher: "I will leave that to my fiancée."

Executive: "Will you have a church or private wedding?"

Dispatcher: "Her mother can decide that, sir."

Executive: "What have you to live on?"

Dispatcher: "I will leave that entirely to you, sir."

FIFTY YEARS AGO

in Our Magazine



(From Teamsters' Magazine, July, 1908)

Convention Ahead!

ON THE eve of the sixth annual convention of our International Brotherhood of Teamsters, President Tobin reviewed events that have had some bearing on our affairs since our last annual convention.

"The past year was certainly a hard one, not only for our organization but for every organization of labor throughout the country," Tobin assayed.

President Tobin noted that the year got off to a completely bad start with the money market tied up. Next came the general depression in business which continued during the long winter and spring, throwing thousands of teamsters out of work and having a dire effect on our membership.

Tobin, however, was optimistic about the economic state of our union even though we had a falling off of revenue during these recent bad days.

"We at the helm," he said, "have felt the depression to some extent. Yet, our organization has no reason to complain. During the long months of winter we not only held our own, but, as will be shown in the quarterly report of the General Secretary-Treasurer, we have increased numerically and financially since last October.

President Tobin noted that organized labor in this country had not only, in many cases, suffered hard financially,

but were also assailed on every side by the inherent enemies of labor—the various employer associations, and unjust politicians and judges who hamstringing labor's efforts to organize by passing unfair laws.

"The Manufacturers' Association never before has shown such bitterness or put forth such efforts, straining every nerve to annihilate labor unions, and we honestly believe the last effort they are now putting forth, as shown by their actions for the past few months, in trying to prevent honest legislation for the working people, can not help but fail.

"The courts of the country have also rendered decisions during the past year which could not be imagined as possible a few years ago, and, might we say, almost incomprehensible to two-thirds of the American people: In view of all these facts have we not some reason to be proud of our position today in the great labor world. It must also be remembered that we have had to deal with a rival organization of our craft and some energy was required from our organization and officers to offset their movements in order that our people might not be deceived.

"But things are just beginning to look brighter and better all over the country and we find business resuming its former appearance. Everything looks a little better and we are having the old feeling return to our fellows—let us hope that this prosperity, which is just appearing, will continue never to leave us, for this country is teeming with wealth in abundance, and there is no need of suffering and no place for misery in this land of the golden harvest, if justice is only given the working people."

A Just Wage

A WELL KNOWN journalist of his day came to the defense of the working man, condemning the present system of underpaying labor for its services.

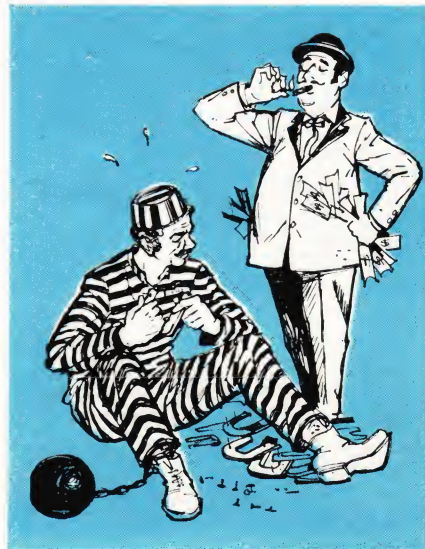
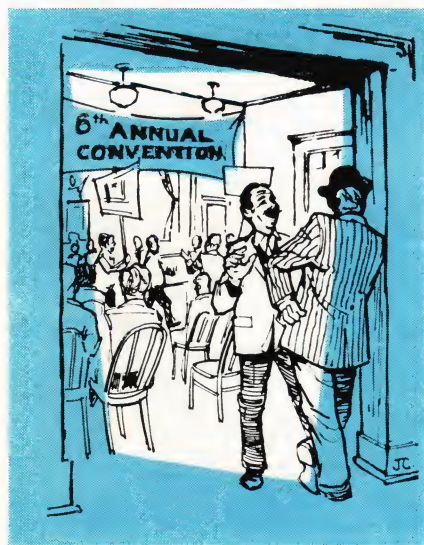
Graham Hood, writing in the New York Commercial Advertiser, pressed the fight against those who contend that every man is free to choose his employment and that nobody is obliged to work for another at an unjust rate of compensation.

"Theoretically this may be correct,"

Hood said, "but in actual life it is the contrary that is true. There are plenty of men today who are not able to choose their means of livelihood or to select their employers. They must work, because if they did not work they could not live, and they must take what they can get simply because there is no opportunity for them to secure higher pay elsewhere. As the direct result of this utterly unjust system there is a great deal of poverty in this world that might easily be prevented if there was but some method by which employers could be compelled to pay a decent wage instead of being permitted to secure workmen at the lowest market price."

Mr. Hood quoted Pope Leo XIII's famous encyclical dealing with the working man and declaring that the compensation of a laborer ought to be sufficient "to support him in reasonable and frugal comfort. If through necessity or fear of a worse evil the workingman accepts harder conditions, because an employer or a contractor will give him no better, he is the victim of force and injustice."

Hood rightfully believed that a time would come when some law would be passed specifying the lowest limit at which a man may be permitted to work. Hood's dream of a minimum wage was not realized, however, until almost 30 years later when the Wage and Hours Act was passed in 1938.





LOOK FOR THE
TEAMSTER
LABEL ON VENDING MACHINES!